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DEPARTMENT OF THE AIR FORCE

JUSTIFICATION OF FISCAL YEAR 1991 BUDGET ESTIMATES.

SUBMITTED TO CONGRESS JANUARY 1990

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Military Personnel, Air Force

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MILITARY PERSONNEL, AIR FORCE

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STATEMENT "A" per Mr. H. Fritsch
SAF/FABPC
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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(In Thousands of Dollars)

	FY 1989 Actual	FY 1990 Estimate	FY 1991 Estimate
<u>Direct Program</u>			
Pay and Allowances of Officers	6,431,795	6,515,045	6,571,280
Pay and Allowances of Enlisted	11,965,741	11,802,266	11,712,410
Pay and Allowances of Cadets	35,703	36,871	38,128
Subsistence of Enlisted Personnel	882,407	895,939	838,734
Permanent Change of Station Travel	814,570	741,468	852,508
Other Military Personnel Programs	36,333	35,039	34,040
Total Direct Program	20,166,549	20,026,628	20,046,600
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	86,562	70,056	78,912
Pay and Allowances of Enlisted	52,471	45,029	50,695
Subsistence of Enlisted Personnel	54,980	55,272	3,555
Permanent Change of Station Travel	1,587	1,543	1,738
Total Reimbursable Program	195,600	171,900	134,900
<u>Total Program</u>			
Pay and Allowances of Officers	6,518,357	6,585,101	6,650,192
Pay and Allowances of Enlisted	12,018,212	11,847,295	11,763,105
Pay and Allowances of Cadets	35,703	36,871	38,128
Subsistence of Enlisted Personnel	937,387	951,211	841,789
Permanent Change of Station Travel	816,157	743,011	854,246
Other Military Personnel Programs	36,333	35,039	34,040
Total Obligations	20,362,149	20,198,528	20,181,500

SECTION 2

INTRODUCTORY STATEMENT

The Military Personnel, Air Force Appropriation provides financial resources to compensate active military personnel required to support the approved force structure. The Appropriation also includes funds for retired pay accrual, unemployment compensation and social security benefits for widows and orphans of military personnel. Addition of these entitlements were approved by Congress and enacted via Public Law.

The tables in Sections 1 through 5 contain budget data for Pay and Allowances of Officers, Enlisted and Cadets, Subsistence of Enlisted Personnel, Permanent Change of Station Travel, and other requirements of the military personnel program. Retired pay accrual is reflected under pay and allowances of Officers and Enlisted personnel as appropriate. Unemployment compensation and restored social security benefits are under Other Military Personnel costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the numbers of officers, enlisted personnel and cadets, and reflects the planned execution of promotion and assignment policies. This management picture encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, subsistence, permanent change of station travel and other related requirements.

FISCAL YEAR 1989

The Fiscal Year 1989 column, Fiscal Year 1991 budget estimate reflects the Congressional appropriation of \$20,362,149 with an end strength of 570,880. The related workyears are 576,623.

FISCAL YEAR 1990

The Fiscal Year 1990 column, Fiscal Year 1991 President's Budget has been adjusted to reflect the following actions:

(a) Fiscal Year 1990 End Strength and Associated workyears. The current FY 1990 position reflects an end strength of 545,000 (a reduction of -22,900 end strengths from the FY 1990 Amended President's Budget) and 558,377 workyears. The reduction of 22,900 end strengths was driven by about \$600 million in MPA bills to pay (compared to the program supported in the FY 1990 Amended President's Budget). Most of these bills to pay related to the Congressional reduction (\$247M), the Gramm-Rudman-Hollings sequester (\$179M) and new entitlements/incentives authorized by Congress but not funded (\$120M). Since more than half of the Congressional end strength reductions were non-programmatic as far as the Air Force was concerned (primarily in troop strength reductions where we had already reduced more than half of the Congressional reduction) the Air Force was forced to apply about 10,000 of the 22,900 as non-programmatic reductions thus increasing undermanning by that magnitude during FY 1990.

(b) Fiscal Year 1990 Funding Level. The FY 1990 funding level reflects the Congressional appropriation of \$19,994,040 less the Section 9114, General Provision reduction and the Gramm-Rudman-Hollings sequester. Reimbursements for FY 1990 are estimated to be \$171.9 million. Fiscal Year 1990 also includes a reprogramming request for \$228.0 million which is awaiting approval from Congressional Committees.

(c) Retired Pay Accrual. The normal cost percentage for FY 1990 is 43.9% of basic pay.

(d) Pay Raise. The current FY 1990 estimate reflects the impact of the 1 January 1990 3.6% pay raise (+ \$473.0 millions).

(e) Aviator Continuation Pay. Aviator Continuation Pay is budgeted to cover anniversary payments for pilots who have accepted this bonus in previous years and as a retention incentive for the newly eligible candidates.

(f) Aviation Career Incentive Pay (ACIP). Aviation Career Incentive Pay rates are increased for selected years of aviation service as specified in the Aviation Career Improvement Act of 1989.

(g) Health Professional Pay. Special pays were increased for many critical skill areas in the professional medical field, as authorized in Public Law 101-189.

(h) Fair Pricing Legislation. Reimbursements decrease due to "Fair Pricing" Legislation which terminates reimbursement of Foreign Military Sales administrative salaries.

(i) Double Dislocation Allowance. Beginning in FY 1990 as each member changes permanent station, they are entitled to double dislocation allowance.

(j) Inflation. The economic assumption for inflation between FY 1989 and FY 1990 is 3.6%.

FISCAL YEAR 1991

The Fiscal Year 1991 Column, Fiscal Year 1991 President's Budget has been adjusted to reflect the following actions:

(a) Fiscal Year 1991 End Strength and Associated Workyears. The Fiscal Year 1991 estimate is based on an end strength of 530,000 (a reduction of 36,800 end strength from the FY 1991 column of the FY 1990 Amended President's Budget) and associated manyears of 540,917. Tracking from FY 1990 there is an end strength decrease of 15,000 (\$45,000 to 530,000). This reflects the Air Force commitment to drawdown the force; in fact this reduction includes Defense Management Review (DMR) manpower savings as discussed below. The Air Force believes the drawdown should be done in an orderly, planned fashion; however the funding levels for FY 1991 forced us to increase undermanning by an additional 7,000. This will improve in the outyears as the Air Force programmatically reduces force structure as long as the programmatic changes do not reduce the funding level.

(b) Fiscal Year 1991 Estimated Funding Level. The fiscal year 1991 estimated funding is \$20,181,500 total obligation authority. Funding adjustments in our nonpay accounts were necessary to properly price the end strength.

(c) Retired Pay Actual. The normal cost percentage for FY 1991 is 43.2%.

(d) Pay Raise. The FY 1991 estimate reflects the 1 January 1991 pay raise of 3.5% (+ \$450.4 millions).

(e) Inflation. The economic assumption for inflation between FY 1990 and FY 1991 is 3.5%.

(f) Subsistence-in-Kind. Subsistence-in-kind items for active military personnel have been transferred from the Military Personnel Appropriation to Operation and Maintenance.

(g) Defense Management Review Decisions. The Defense Management Review initiatives have created a savings in FY 1991 of \$2.7 million in the officer program and \$95.7 million in the enlisted program. The permanent change of station program was increased in the Defense Management Review by \$20.3 million. These actions created a combined savings in FY 1991 of \$128.1 million and an end strength reduction of 8,577 active military personnel. Additional detail is provided in respective sections.

SECTION 3
SUMMARY OF MILITARY PERSONNEL STRENGTHS
(In Thousands of Dollars)

	<u>FY 1989 Actual</u>		<u>FY 1990 Estimate</u>		<u>FY 1991 Estimate</u>	
<u>Direct Program</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
Officers	103,379	102,989	102,570	100,036	99,873	98,504
Enlisted	466,034	461,985	449,674	439,695	434,955	426,251
Cadets	4,327	4,352	4,380	4,417	4,380	4,417
Total Direct Program	573,740	569,326	556,624	544,148	539,208	529,172
<u>Reimbursable Program</u>						
Officers	1,224	708	418	254	411	250
Enlisted	1,659	846	1,335	598	1,298	578
Cadets	0	0	0	0	0	0
Total Reimbursable Program	2,883	1,554	1,753	852	1,709	828
<u>Total Program</u>						
Officers	104,603	103,697	102,988	100,290	100,284	98,754
Enlisted	467,693	462,831	451,009	440,293	436,253	426,829
Cadets	4,327	4,352	4,380	4,417	4,380	4,417
Total Program	576,623	570,880	558,377	545,000	540,917	530,000

**MILITARY PERSONNEL, AIR FORCE
END STRENGTH BY GRADE
(TOTAL PROGRAM)**

	FY 1989		FY 1990		FY 1991	
	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>
<u>COMMISSIONED OFFICERS</u>						
0-10 GENERAL	13	0	13	0	13	0
0-9 LT GENERAL	38	0	38	0	38	0
0-8 MAJOR GENERAL	115	3	115	3	115	3
0-7 BRIG GENERAL	167	1	167	1	167	1
0-6 COLONEL	5,304	55	5,064	23	5,040	23
0-5 LT COLONEL	12,415	139	12,497	50	12,525	50
0-4 MAJOR	19,712	228	19,270	61	19,294	61
0-3 CAPTAIN	43,254	249	43,750	83	42,807	79
0-2 1ST LIEUTENANT	12,755	29	12,059	29	12,653	29
0-1 2ND LIEUTENANT	9,924	4	7,317	4	6,102	4
TOTAL	103,697	708	100,290	254	98,754	250
<u>ENLISTED PERSONNEL</u>						
E-9 CHIEF MASTER SERGEANT	4,626	7	4,609	6	4,268	6
E-8 SENIOR MASTER SERGEANT	9,231	37	9,217	33	8,538	33
E-7 MASTER SERGEANT	39,218	107	38,700	80	38,591	80
E-6 TECHNICAL SERGEANT	57,617	121	57,607	90	57,320	90
E-5 STAFF SERGEANT	111,395	225	110,606	148	107,885	138
E-4 SERGEANT	130,893	210	123,484	144	120,552	134
E-3 AIRMAN FIRST CLASS	67,480	139	69,407	97	66,921	97
E-2 AIRMAN	26,242	0	16,604	0	14,037	0
E-1 AIRMAN BASIC	16,129	0	10,059	0	8,717	0
TOTAL	462,831	846	440,293	598	426,829	578
<u>CADETS</u>	4,352	0	4,417	0	4,417	0
<u>TOTAL STRENGTH</u>	570,880	1,554	545,000	852	530,000	828

**MILITARY PERSONNEL, AIR FORCE
AVERAGE STRENGTH BY GRADE
TOTAL PROGRAM**

	FY 1989		FY 1990		FY 1991	
	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>
<u>COMMISSIONED OFFICERS</u>						
0-10 GENERAL	13	0	13	0	13	0
0-9 LT GENERAL	38	0	38	0	38	0
0-8 MAJOR GENERAL	116	3	116	3	116	3
0-7 BRIG GENERAL	168	1	168	1	168	1
0-6 COLONEL	5,493	52	5,277	51	5,168	51
0-5 LT COLONEL	12,422	259	12,571	75	12,614	74
0-4 MAJOR	19,965	428	19,705	126	19,444	123
0-3 CAPTAIN	42,330	439	43,715	126	43,130	123
0-2 1ST LIEUTENANT	14,017	38	13,063	36	12,676	36
0-1 2ND LIEUTENANT	10,041	4	8,322	0	6,917	0
TOTAL	104,603	1,224	102,988	418	100,284	411
<u>ENLISTED PERSONNEL</u>						
E-9 CHIEF MASTER SERGEANT	4,807	7	4,669	7	4,613	6
E-8 SENIOR MASTER SERGEANT	9,310	48	9,188	47	9,244	45
E-7 MASTER SERGEANT	39,199	229	39,590	183	39,250	178
E-6 TECHNICAL SERGEANT	58,720	241	57,787	194	57,778	189
E-5 STAFF SERGEANT	111,376	415	111,591	330	105,801	321
E-4 SERGEANT	126,468	392	128,453	326	122,947	317
E-3 AIRMAN FIRST CLASS	79,123	327	72,642	248	71,800	242
E-2 AIRMAN	23,989	0	17,172	0	17,562	0
E-1 AIRMAN BASIC	14,701	0	9,917	0	7,258	0
TOTAL	467,693	1,659	451,009	1,335	436,253	1,298
<u>CADETS</u>						
	4,327	0	4,380	0	4,380	0
TOTAL AVERAGE STRENGTH	576,623	2,883	558,377	1,753	540,917	1,709

**MILITARY PERSONNEL, AIR FORCE
ACTIVE DUTY STRENGTHS BY MONTH 1/
(In Thousands)**

	FY 1989				FY 1990				FY 1991			
	<u>OFF</u>	<u>ENL</u>	<u>CADETS</u>	<u>TOTAL</u>	<u>OFF</u>	<u>ENL</u>	<u>CADETS</u>	<u>TOTAL</u>	<u>OFF</u>	<u>ENL</u>	<u>CADETS</u>	<u>TOTAL</u>
September	105.1	466.9	4.5	576.5	103.7	462.8	4.4	570.9	100.3	440.3	4.4	545.0
October	104.8	467.6	4.4	576.8	103.2	462.3	4.3	569.8	100.3	440.3	4.4	545.0
November	104.7	468.3	4.4	577.4	103.0	461.0	4.3	568.3	100.2	440.1	4.4	544.7
December	104.4	469.6	4.4	578.4	103.0	459.8	4.3	567.1	100.2	440.3	4.4	544.9
January	104.7	470.1	4.4	579.2	102.9	452.6	4.3	559.8	100.3	439.2	4.4	543.9
February	104.3	470.7	4.3	579.3	102.7	451.0	4.3	558.0	100.4	438.3	4.4	543.1
March	104.3	457.0	4.3	575.6	102.6	449.2	4.3	556.1	100.4	437.3	4.4	542.1
April	104.2	465.0	4.3	573.5	102.3	444.9	4.3	551.5	100.3	436.0	4.4	540.7
May	105.1	464.4	3.3	572.8	103.0	443.9	3.3	550.2	101.1	434.5	3.4	539.0
June	105.1	463.5	4.6	573.2	102.7	442.5	4.7	549.9	101.0	432.9	4.7	538.6
July	104.6	462.9	4.4	571.9	102.1	441.9	4.6	548.6	100.5	431.2	4.6	536.3
August	103.9	463.1	4.4	571.4	101.0	441.5	4.5	547.0	99.3	429.1	4.5	532.9
September	103.7	462.8	4.4	570.9	100.3	440.3	4.4	545.0	98.8	426.8	4.4	530.0
Manyears	104.6	467.7	4.3	576.6	103.0	451.0	4.4	558.4	100.3	436.3	4.4	541.0

1/May Not Add Due To Rounding

**MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE**

Gains And Losses By Source And Type - Officers

	ACTUAL FY 1989	PROJECTED FY 1990	PROJECTED FY 1991
Gains (By Source): 1/			
SERVICE ACADEMIES	997	983	942
ROTC 2/	3,429	2,073	2,867
SCHOLARSHIP	1,709	1,206	1,246
NON SCHOLARSHIP	1,720	867	1,421
HEALTH PROFESSIONS SCHOLARSHIPS	387	375	343
OFFICER TRAINING SCHOOL	1,138	600	1,000
(ABCP INCLUDED IN OTS TOTAL)	88	16	66
LINE RECALL 3/	43	50	50
DIRECT APPOINTMENTS 4/	1,536	1,417	1,612
GAIN ADJUSTMENTS	0	0	0
TOTAL GAINS	7,530	5,498	6,814
LOSSES (BY TYPE):			
EXPIRATION OF CONTRACT/OBLIGATION			
RETIREMENT	3,733	4,052	3,497
DISABILITY	4,167	3,679	3,579
NONDISABILITY	146	150	150
INVOLUNTARY SEPARATION OF RESERVE OFF	4,021	3,529	3,429
INVOLUNTARY SEPARATION OF REGULAR OFF	227	210	326
REDUCTION IN FORCE	182	305	313
ATTRITION	0	0	0
LOSS ADJUSTMENT	650	639	635
	0	0	0
TOTAL LOSSES	8,959	8,905	8,350

NOTES:

- 1/ Includes Accessions Only
- 2/ Includes ROTC Line, JAG, And Medical Officers
- 3/ Line Recall Only
- 4/ Includes All Chaplains, And All JAG And Medical Officers Not Accessed Through ROTC And HPSP Programs

**MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE**
(continued)

Gains And Losses By Source And Type - Enlisted

	ACTUAL FY 1989	PROJECTED FY 1990	PROJECTED FY 1991
Gains (By Source)			
NON PRIOR SERVICE ENLISTMENTS			
MALE	43,451	36,000	36,000
FEMALE	34,124	27,819	26,640
PRIOR SERVICE ENLISTMENTS	9,527	8,181	9,360
REENLISTMENTS	341	350	350
RESERVES	57,699	62,894	59,609
OFFICER CANDIDATE PROGRAMS	131	110	100
RETURNED FROM DROPPED FROM THE ROLLS	871	1,306	1,200
OTHER	0	0	0
GAIN ADJUSTMENTS	220	250	250
	1,143	165	0
TOTAL GAINS	103,856	101,075	97,509
LOSSES (BY TYPE)			
ETS	9,988	17,706	18,427
NORMAL EARLY RELEASE	2,344	2,182	3,000
PROGRAMMED EARLY RELEASE	5,249	11,000	0
TO COMMISSIONED OFFICER	1,151	600	1,000
REENLISTMENTS	57,699	62,894	59,609
RETIREMENT	11,147	10,302	11,191
DROPPED FROM ROLLS (DESSERTERS)	50	50	50
ATTRITION	20,170	18,878	17,696
OTHER	0	0	0
LOSS ADJUSTMENTS	83	1	0
TOTAL LOSSES	107,881	123,613	110,973

Gains And Losses By Source And Type - Cadets

GAINS:	1,392	1,557	1,453
LOSSES:	1,504	1,492	1,453
ATTRITION	495	501	492
GRADUATES	1,009	991	961

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(in Thousands of Dollars)

	FY89			FY90			FY91		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
1. Basic Pay	3,392,330	6,538,668	9,930,998	3,479,768	6,635,655	10,115,423	3,539,898	6,657,255	10,197,153
2. Retired Pay Accrual	1,698,839	3,282,411	4,981,250	1,527,618	2,913,052	4,440,670	1,529,236	2,875,934	4,405,170
3. Basic Allowances for Quarters	464,875	899,756	1,364,629	476,309	917,604	1,393,913	471,862	895,666	1,367,528
A. With Dependents	349,804	728,953	1,078,757	356,263	740,385	1,096,648	351,910	716,188	1,068,098
B. Without Dependents	114,467	157,798	272,265	119,457	165,019	284,476	119,315	167,534	286,849
C. Partial	453	11,113	11,566	443	10,141	10,584	485	9,813	10,298
D. Inadequate	149	1,952	2,101	146	2,059	2,205	152	2,131	2,283
4. Variable Housing Allowance	100,094	159,042	259,136	98,605	157,444	256,049	97,046	156,554	253,600
5. Subsistence	149,097	937,387	1,086,484	151,813	951,211	1,103,024	153,073	841,789	994,862
A. Basic Allowance for Subsistence	149,097	819,444	968,541	151,813	833,432	985,245	153,073	838,234	991,307
1. Auth to Mess Separately									
2. Leave Rations		686,386	835,483		698,145	849,958		702,223	855,296
3. Rations-In-Kind Not Avail		73,512	73,512		74,773	74,773		75,208	75,208
4. Aug for Separate Meals		59,191	59,191		60,159	60,159		60,448	60,448
5. Other Programs		355	355		355	355		355	355
B. Subsistence-In-Kind		117,943	117,943		117,779	117,779		3,555	3,555
1. Subsistence in Messes		54,181	54,181		49,484	49,484		0	0
2. Special Rations		3,691	3,691		4,470	4,470		0	0
3. Operational Rations		2,790	2,790		6,552	6,552		0	0
4. Augmentation		2,265	2,265		1,965	1,965		0	0
5. Other Programs		55,016	55,016		55,308	55,308		3,555	3,555
6. Incentive Pay, Hazardous Duty, and Aviation Career	172,911	27,739	200,650	256,427	28,200	284,627	260,725	28,200	288,925
A. Flying Duty Pay									
1. Aviation Career, Officer	172,202	22,711	194,913	255,637	23,128	278,765	259,935	23,128	283,063
2. Crew Members, Enlisted	137,945	21,182	159,127	190,443	21,478	211,921	194,441	21,478	216,919
3. Noncrew Member	210	1,529	1,739	165	1,650	1,815	165	1,650	1,815
4. AWACS Weapons Controller	2,324		2,324	2,506		2,506	2,506		2,506
5. Crew Members, Nonrated	1,523		1,523	1,523		1,523	1,523		1,523
6. Aviator Continuation Pay	30,200		30,200	61,000		61,000	61,300		61,300
B. Parachute Jumping Pay	258	1,392	1,650	291	1,426	1,717	291	1,426	1,717
C. Demolition Pay	99	1,695	1,794	106	1,716	1,822	106	1,716	1,822
D. Other Pays	304	733	1,037	301	742	1,043	301	742	1,043
E. Toxic Fuels/Live Biological	48	1,208	1,256	92	1,188	1,280	92	1,188	1,280

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(in Thousands of Dollars)

	FY89			FY90			FY91		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
7. Special Pays	99,030	80,974	179,954	136,888	85,110	221,998	153,852	80,816	234,668
A. Physicians	84,612		84,612	117,055		117,055	133,724		133,724
B. Dentists	13,218		13,218	13,441		13,441	13,628		13,628
C. Optometrists	242		242	245		245	246		246
D. Veterinarians	26		26	16		16	13		13
E. Sea & Foreign Duty, Total		8,060	8,060		8,091	8,091		8,181	8,181
1. Sea Duty		821	821		821	821		821	821
2. Duty at Certain Places		7,239	7,239		7,270	7,270		7,360	7,360
F. Diving Duty Pay/Hostile Fire	543		543	943		943	943		943
G. Reenlistment Bonus		59,114	59,114		57,757	57,757		52,885	52,885
1. Regular									
2. Selective									
H. Special Duty Assignment Pay		59,114	59,114		57,757	57,757		52,885	52,885
I. Enlistment Bonus		11,079	11,079		16,117	16,117		16,117	16,117
J. Overseas Extension Pay		438	438		333	333		791	791
K. Nurses Bonus		54	54		57	57		57	57
L. Foreign Language Pro Pay				4,740		4,740	4,740		4,740
8. Allowances	389	1,240	1,629	448	1,800	2,248	558	1,830	2,388
A. Uniform or Clothing Allowances	87,680	428,921	516,601	87,482	430,132	517,614	83,210	417,327	500,537
1. Initial Issue	2,877	96,472	99,349	2,141	101,890	104,031	2,537	126,575	129,112
A. Military	2,124	26,266	28,390	1,591	25,110	26,701	1,856	32,347	34,203
B. Civilian	1,506	25,202	26,708	1,100	24,008	25,108	1,363	31,026	32,389
2. Additional	618	1,064	1,682	491	1,102	1,593	493	1,321	1,814
3. Basic Maintenance	753		753	550		550	681		681
4. Standard Maintenance		13,804	13,804		11,882	11,882		15,483	15,483
5. Supplemental		55,355	55,355		63,847	63,847		77,521	77,521
B. Station Allowance Overseas		1,047	1,047		1,051	1,051		1,224	1,224
1. Cost-of-Living	82,687	319,404	402,091	83,153	314,977	398,130	78,478	277,352	355,830
2. Housing	43,025	169,340	212,365	45,301	169,729	215,030	42,956	151,050	194,006
3. Temporary Lodging	29,815	116,163	145,978	27,832	110,103	137,935	25,192	91,139	116,331
C. Family Separation Allowance	9,847	33,901	43,748	10,020	35,145	45,165	10,330	35,163	45,493
1. On PCS, No Gov't Quarters	2,064	13,045	15,109	2,136	13,265	15,401	2,143	13,400	15,543
2. On PCS, Dependents Not Auth	865	4,456	5,321	907	4,676	5,583	925	4,810	5,735
3. On TDY	503	5,939	6,442	514	5,939	6,453	509	5,939	6,448
D. General & Flag Off, Personal	696	2,650	3,346	715	2,650	3,365	709	2,651	3,360
E. Separation Payments	52		52	52		52	52		52
A. Terminal Leave Payments	46,284	48,318	94,602	47,694	59,355	107,049	51,264	51,604	102,868
B. Severance Pay, Disability	34,261	41,512	75,773	32,782	52,462	85,244	32,609	44,521	77,130
C. Severance Pay, Non-Promotion/Unfitness	820	6,806	7,626	962	6,893	7,855	985	7,083	8,068
F. Social Security Tax Payments	11,203		11,203	13,950		13,950	17,670		17,670
G. PCS Travel	294,219	565,433	859,652	322,497	620,743	943,240	310,026	599,749	909,775
H. PCS Travel	251,897	564,260	816,157	213,583	529,428	743,011	252,099	602,147	854,246

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(in Thousands of Dollars)

	FY89			FY90			FY91		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
12. Other Mil Personnel Costs									
A. Apprehension of Deserters	247	36,086	36,333	247	34,792	35,039	248	33,792	34,040
B. Interest on Uniformed Svc Savings Deposits (MIA)	22	98	98	22	98	98	23	98	98
C. Death Gratuities	225	1,188	1,413	225	1,194	1,419	225	1,194	1,419
D. Unemployment Compensation		22,000	22,000		24,500	24,500		23,500	23,500
E. Survivor Benefits		11,800	11,800		8,000	8,000		7,000	7,000
F. Adoption Program		1,000	1,000		1,000	1,000		2,000	2,000
13. Cadets	35,703		35,703	36,871		36,871	38,128		38,128
Total, All Military Personnel Appropriations Request	6,793,204	13,568,945	20,362,149	6,835,802	13,362,726	20,198,528	6,940,667	13,240,833	20,181,500
14. Less: Reimbursables (Retired Pay Accrual) (Other)	87,054 (23,538) (63,516)	108,546 (14,114) (94,432)	195,600 (37,652) (157,948)	70,503 (19,051) (51,452)	101,397 (12,112) (89,285)	171,900 (31,163) (140,737)	79,433 (21,458) (57,975)	55,467 (13,644) (41,823)	134,900 (35,102) (99,798)
Total, Direct Military Personnel	6,706,150	13,460,399	20,166,549	6,765,299	13,261,329	20,026,628	6,861,234	13,185,366	20,046,600

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1990**

(In Thousands of Dollars)

	FY 1989 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1990 COLUMN FY 1991 REQUEST
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	3,511,216	(40,680)	3,470,536	9,232	3,479,768		3,479,768
Retired Pay Accrual	1,541,424	(17,861)	1,523,563	4,055	1,527,618		1,527,618
Incentive Pay	218,985		218,985	(15,558)	203,427	53,000	256,427
Special Pay	104,842		104,842	1,698	106,540	30,400	136,940
Basic Allowance for Quarters	474,945	(5,069)	469,876	6,433	476,309		476,309
Variable Housing Allowance	106,891	(1,143)	105,748	(7,143)	98,605		98,605
Basic Allowance for Subsistence	153,363	(1,634)	151,729	84	151,813		151,813
Station Allowances Overseas	86,440		86,440	(3,287)	83,153		83,153
Uniform Allowances	2,356	(215)	2,141		2,141		2,141
Family Separation Allowances	2,413		2,413	(277)	2,136		2,136
Separation Payments	42,423		42,423	5,271	47,694		47,694
Social Security Tax-Employer's							
Contribution	321,670	(2,803)	318,867	3,630	322,497		322,497
Reimbursables	(2,718)		(82,718)	12,662	(70,056)		(70,056)
Total Obligations	6,566,968	(69,405)	6,497,563	4,138	6,501,701	83,400	6,585,101
Less Reimbursements	82,718		82,718	(12,662)	70,056		70,056
Total Direct Obligations	6,484,250	(69,405)	6,414,845	16,800	6,431,645	83,400 a/	6,515,045

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE**

FY 1990
(In Thousands of Dollars)

<u>PAY AND ALLOWANCES OF ENLISTED</u>	<u>FY90/91 REVISED PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTION</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>OTHER PRICE/ PROGRAM CHANGES</u>	<u>REVISED FY 1990 COLUMN FY 1991 REQUEST</u>
Basic Pay	6,670,793	(85,958)	6,584,835	50,820	6,635,655		6,635,655
Retired Pay Accrual	2,928,479	(37,736)	2,890,743	22,309	2,913,052		2,913,052
Incentive Pay	28,166		28,166	34	28,200		28,200
Special Pay	11,153	(144)	11,009	(106)	10,903		10,903
Special Duty Assignment Pay	11,870		11,870	4,247	16,117		16,117
Reenlistment Bonus	71,157		71,157	(13,400)	57,757		57,757
Enlistment Bonus	333		333		333		333
Basic Allowance for Quarters	903,047	(11,606)	891,441	26,163	917,604		917,604
Station Allowances Overseas	339,948	(17,812)	322,136	(7,159)	314,977		314,977
Clothing Allowances	111,479	(1,436)	110,043	(8,153)	101,890		101,890
Family Separation Allowances	13,262		13,262	3	13,265		13,265
Separation Payments	59,911	(772)	59,139	216	59,385		59,385
Variable Housing Allowance	174,204	(2,245)	171,959	(14,515)	157,444		157,444
Social Security Tax-Employer's Contribution	625,473	(8,060)	617,413	3,330	620,743		620,743
Reimburseables	(54,912)		(54,912)	(9,883)	(64,795)		(64,795)
Total Obligations	11,949,275	(165,769)	11,783,506	63,789	11,847,295		11,847,295
Less Reimbursements	54,912		54,912	(9,883)	45,029		45,029
Total Direct Obligations	11,894,363	(165,769)	11,728,594	73,672	11,802,366		11,802,366
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	36,871		36,871		36,871		36,871
Total Direct Obligations	36,871		36,871		36,871		36,871

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1990
(In Thousands of Dollars)

	FY90/91 REVISED PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1990 COLUMN FY 1991 REQUEST
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	817,555	(1,270)	816,285	17,147	833,432		833,432
Subsistence in Kind	137,881		137,881	(20,102)	117,779		117,779
Reimbursables	(58,227)		(58,227)	2,955	(55,272)		(55,272)
Total Obligations	955,436	(1,270)	954,166	(2,955)	951,211		951,211
Less Reimbursements	58,227		58,227	(2,955)	55,272		55,272
Total Direct Obligations	897,209	(1,270)	895,939	0	895,939		895,939
<u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	56,233	(10,416)	45,817	(5,123)	40,694	754	41,448
Training Travel	42,647		42,647	(4,116)	38,531	5,454	43,985
Operational Travel	106,401		106,401	(34,784)	71,617	5,753	77,370
Rotational Travel	523,763		523,763	(125,815)	397,948	27,254	425,202
Separation Travel	98,527		98,527	7,901	106,428	972	107,400
Travel of Organized Units	1,987		1,987	2,849	4,836	413	5,249
Nontemporary Storage	25,457		25,457	(4,015)	21,442		21,442
Temporary Lodging Expense	19,396		19,396	1,519	20,915		20,915
Reimbursables	(1,543)		(1,543)		(1,543)		(1,543)
Total Obligations	874,411	(10,416)	863,995	(161,584)	702,411	40,600 b/	743,011
Less Reimbursements	1,543		1,543		1,543		1,543
Total Direct Obligations	872,868	(10,416)	862,452	(161,584)	700,868	40,600	741,468

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1990
(In Thousands of Dollars)

	FY90/91 REVISED PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1990 COLUMN FY 1991 REQUEST
OTHER MILITARY PERSONNEL COSTS							
Apprehension of Military Deserters, Adventurers and Escaped Military Prisoners	98 1,419 22		98 1,419 22		98 1,419 22		98 1,419 22
Death Gratuities							
Interest on Uniform Svcs Savings	24,500		24,500		24,500		24,500
Unemployment Benefits	12,500		12,500	(4,500) 1,000	8,000 1,000		8,000 1,000
Survivor Benefits							
Adoption							
Total Obligations	38,539		38,539	(3,500)	35,039		35,039
Less Reimbursements							
Total Direct Obligations	38,539		38,539	(3,500)	35,039		35,039
Total Obligations	20,421,500		20,174,640	(100,112)	20,074,528	124,000	20,198,528
Less Reimbursements	197,400	(246,860)	197,400	(25,500)	171,900		171,900
Direct Obligations	20,224,100	(246,860)	19,977,240	(74,612)	19,902,628	124,000	20,026,628
Adjustment to reflect Current Estimate:							
G-R-H Sequestration				-178,612			-178,612
Transfer				104,000			228,000

a/ OFFICERS: \$53,000 Aviation Career Incentive Pay; \$25,700 Physician Special Pay; \$4,700 Nurse Bonus.
b/ PCS: \$40,900 Double DLA; \$2,900 Per Diem Equity; -\$3,200 ITGBL Rate

**MILITARY PERSONNEL AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)**

Total Military Personnel Air Force Appropriation

\$20,026,628

FY 1990 Military Personnel Air Force (Direct Program)

Increases

Permanent Change of Station (PCS)		
- Move/Program Change	+ 64,382	\$112,550
- Inflation	+ 24,204	
- DMR Initiatives	+ 20,300	
- Payraise (Annualized FY90 3.6%, FY91 3.5%)	+ 2,637	
- Fuel	+ 1,027	
Basic Pay		
- 1 Jan 91 3.5% Pay Raise	+ 260,829	\$81,730
- Annualization of the 1 January 90 3.6% Pay Raise	+ 88,629	
- Workyear Decrease	- 267,728	
Basic Allowance for Subsistence		
- Annualization of the 1 January 90 3.6% Pay Raise and 1 January 90 3.5% Pay Raise	+ 34,187	\$34,187
Special Pays		
- Increase in Medical Special Pays		\$17,084
Variable Special Pay	1,000	
Incentive Pay	13,714	
In Board Certified	340	
Additional Special Pay	1,615	
Other Special Pay	+ 415	
Incentive Pay		
- Full Year of the Aviation Career	+ 3,998	\$4,298
- Incentive Pay (ACIP) Rates Increase	+ 300	
- Increase in Aviator Continuation Pay (ACP)		
Separation Pay		
- Increase in Number of Involuntary Separation	+ 3,720	\$3,570
- 1 Jan 90 3.5% Pay Raise	+ 834	
- Annualization of the 1 January 90 3.6% Pay Raise	+ 284	
- Increase in Disability Payments	+ 23	
- Decrease in the Number of Members Entitled to Receive LSTL	- 1,291	
Miscellaneous		
- Uniform Allowance	+ 25,081	\$26,938
- Cadet Program Miscellaneous	+ 1,257	
- Enlisted Bonus	+ 458	
- Family Separation Allowance (FSA)	+ 142	

Retired Pay Accrual		\$1,618
- 1 January 1991 3.5% Pay Raise	+ 39,116	
- Annualization of 1 January 90 Pay Raise	+ 13,291	
- Rate Reduction From 43.9% to 43.2%	- 24,779	
- Work Year Reduction	- 24,010	
Other Military Personnel Costs		\$1,001
- Adoption Reimbursement Program Reflects Anticipated Reimbursements to Active Duty Members in the Adoption of a Child Under 18 Yrs of Age	+ 1,000	
- Interest on Uniform Savings Deposit Program	+ 1	
- Accumulation of Interest in the Deposit Base		
Total Increases		\$282,976
DECREASES		
Basic Allowance for Subsistence		\$90,632
- Basic Allowance for Subsistence (BAS) reduction of many years resulted in decreased dollar requirement	- 31,132	
- Substance-In-Kind (SIK) decrease due to transfer to Operation and Maintenance Appropriation	- 59,500	
Overseas Station Allowances		\$42,300
- Temporary Lodging Allowance Reflects Inflationary Growth	+ 310	
- Decrease in Requirements in Cost of Living Allowances and Housing Allowances Overseas, Rates Were Computed Based on actual experience	- 42,610	
Retired Pay Accrual		\$37,118
- 1 Jan 91 3.5% Pay Raise	+ 73,562	
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 24,996	
- Rate Change From 43.9% (FY90) to 43.2% (FY91)	- 46,601	
- Workyear Decrease	- 89,075	
Social Security (FICA)		\$33,465
- Rate Change, Full Year Impact of 7.65%	+ 2,836	
- Decrease of Workyears Offset by Payraise Effective 1 January 1991 and Annualization of FY 90 Pay Raise	- 2,101	
- Decrease in Wage Credit	- 34,200	
Basic Allowance For Quarters		\$26,385
- 1 January 91 3.5% Pay Raise	+ 34,980	
- Annualization of the 1 January 90 3.6% Pay Raise	+ 11,886	
- Decrease in End Strength and in Basic Pay Work Year and Increase of the Number of Military Family Housing Available	- 73,251	
Reimbursables		\$14,522
- Increase in Reimbursables causes a decrease in Direct Dollars		

Separation Pay	- 1 Jan 91 3.5% Pay Raise - Annualization of 1 Jan 90 3.6% Pay Raise - Decreased Separations	+ 1,320 + 449 - 9,520	\$7,751
Selective Reenlistment Bonus	- 225 additional initial payments - 1 Jan 91 3.5% pay raise - Annualization 1 Jan 90 3.6% pay raise - 4,191 fewer anniversary/accelerated payments	+ 866 + 630 + 214 - 6,582	\$4,872
Variable Housing Allowance	- Reflects 3.3% Adjustment for Housing Cost Growth and fewer payments - Decrease Results From Decrease in End Strength and Basic Pay Work Year	- 890 - 1,559	\$2,449
Other Military Personnel Costs	- Survivor Benefits reflects Veteran Administration requirements - Unemployment Compensation based on latest projections of unemployment rate and duration of payment from Department of Labor	- 1,000 - 1,000	\$2,000
Permanent Change of Station (PCS)	- Reimbursement change - Temporary Lodging Expense	- 195 - 1,315	\$1,510
Total Decreases			\$263,004
FY 1991 Military Personnel Air Force (Direct Program)			\$20,046,600

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

<u>Pay and Allowances of Officers</u>		<u>Amount</u>
FY 1990 Direct Program		86,515,045
<u>Increases:</u>		
Basic Pay		60,130
- Annualization of the 1 Jan 90 3.6% Pay Raise	+ 30,767	
- 1 Jan 91 3.5% Pay Raise	+ 90,546	
- Decrease in Workyears	- 61,183	
Special Pay		16,964
- Increase in Medical Special Pays	+ 16,669	
- Variable Special Pay (+1,000), Incentive Pay (+13,714), in Board Certified (+340), Additional Special Pay (+1,615)		
- Other Special Pays	+ 295	
Incentive Pay		4,298
- Full year of the Aviation Career Incentive Pay (ACIP) rates increase	+ 3,998	
- Increase in Aviator Continuation Pay (ACP)	+ 300	
Separation Pay		3,570
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 284	
- 1 Jan 90 3.5% Pay Raise	+ 834	
- Increase in number of involuntary separation	+ 3,720	
- Increase in disability payments	+ 23	
- Decrease in the number of members entitled to receive LSTL	-1,291	
Retired Pay Accrual		1,618
- Annualization of 1 Jan 90 Pay Raise	+ 13,291	
- 1 Jan 91 3.5% Pay Raise	+ 39,116	
- Decrease in Workyears	- 26,010	
- Rate Reduction from 43.9% to 43.2%	- 24,779	
Basic Allowance for Subsistence		1,260
- Annualization of the 1 Jan 90 3.6% Pay Raise	+ 1,330	
- 1 Jan 91 3.5% Pay Raise	+ 3,915	
- Decrease in Workyears	-3,985	

Miscellaneous		403
- Uniform Allowances	+ 396	
- Family Separation Allowance (FSA)	+ 7	
Total Increases		88,243
<u>Decreases</u>		
Social Security (FICA)		12,471
- Decrease in Wage Credit	- 11,742	
- Decrease of Workyears offset by pay raise effective 1 January 1991 and annualization of FY 1990 Pay Raise	- 729	
Reimbursable		8,856
- Increase in Reimbursables causes a decrease in direct dollars		
Overseas Station Allowance		4,675
- Computations are based on actual experience	- 4,985	
- Temporary lodging reflects inflationary growth	310	
Basic Allowance for Quarters		4,447
- Annualization of the 1 Jan 90 3.6% pay raise	4,101	
- 1 Jan 91 3.5% pay raise	12,070	
- Decrease in end strengths and in basic pay work years and increase on the number of military family housing available	- 20,618	
Variable Housing Allowances		1,559
- Decrease results from decrease in end strengths and basic pay work years		
Total Decreases		32,008
FY 1991 Direct Program		\$6,571,280

The approved AF Defense Management Report Decisions (DMRD) have created a savings of \$52,667 and an end strength reduction of 1,431 in the Officer program for FY 1991. These savings resulted from the following initiatives: Streamlining Contract Management (\$15,423), Civilianization of Military Spaces in Support Functions (\$18,614), AF DMR Proposals on Acquisition and Management (\$5,319), Streamlining OSD Defense Agencies (\$1,000), AF Proposals Phase II (\$1,782), and the DMR Operational Efficiencies Proposals (\$10,529).

(In Thousands of Dollars)

PROJECT: Basic Pay Officers

	FY 1989	Actual	
	FY 1990	Estimate	\$ 3,392,330
	FY 1991	Estimate	3,479,768
			3,539,898

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for officers on active duty according to rank and length of service under provisions of 37 U.S.C. 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 1989 program of 104,603 workyears is based on a beginning strength of 105,126 and an end strength of 103,697. The FY 1990 program of 102,988 workyears is based on a beginning strength of 103,697 and ending strength of 100,290. The FY 1991 program of 100,284 workyears is based on a beginning strength of 100,290 and end strength of 98,754. Costs are determined on the basis of grade distribution and projected longevity. The average rates used are derived from the latest longevity experience adjusted by planned gains and losses for each respective year.

The estimated increase in FY 1990 over FY 1989 totals \$87,438. This is attributed to the annualization of the 4.1% pay raise effective 1 January 1989 and the 3.6% pay raise effective 1 January 1990. The estimated increase in FY 1991 is \$60,130. The increase is driven by the 3.5% pay raise programmed for 1991 and the annualization of the 1990 pay raise.

The program reflects a decrease in workyears in FY 1990 the decrease is 1,615 workyears, and in FY 1991 workyears decrease 2,704.

(Amount in Thousands of Dollars)

Basic Pay Officers

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	13	75,500	982	13	77,524	1,008	13	78,200	1,017
Lt. General	38	75,500	2,869	38	77,524	2,946	38	78,200	2,971
Maj General	116	75,500	8,758	116	77,524	8,993	116	78,200	9,071
Brig General	168	66,546	11,180	168	68,409	11,493	168	69,012	11,594
Colonel	5,493	54,151	297,451	5,277	56,353	297,375	5,168	58,529	302,478
Lt Colonel	12,422	44,594	553,947	12,571	46,297	581,999	12,614	48,046	606,052
Major	19,965	36,794	734,592	19,705	38,085	750,465	19,444	39,631	770,585
Captain	42,330	30,321	1,283,488	43,715	31,397	1,372,520	43,130	32,559	1,404,270
1st Lieutenant	14,017	23,523	329,722	13,063	23,622	308,574	12,676	24,063	305,023
2nd Lieutenant	10,041	16,865	169,341	8,322	17,351	144,395	6,917	18,337	126,837
Total	104,603		3,392,330	102,988		3,479,768	100,284		3,539,898

(In Thousands of Dollars)

PROJECT: Retired Pay Accrual - Officers

FY 1989	Actual	\$1,698,839
FY 1990	Estimate	1,527,618
FY 1991	Amended Estimate	1,529,236

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-94, Section 925(a)(1), Title 10 USC, as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 50.2% for FY 1989, 43.9% for FY 1990 and 43.2% for FY 1991.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

The computation of fund requirements is shown in the following table:

FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
104,603	\$16,240.82	\$1,698,839	102,988	\$14,832.97	\$1,527,618	100,284	\$15,249.05	\$1,529,236

(In Thousands of Dollars)

PROJECT: Incentive Pay for Hazardous Duty

	FY 1989	Actual	
	FY 1990	Estimate	\$ 172,911
	FY 1991	Estimate	256,427
			280,725

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain officer volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to officers under provisions of 37 U.S.C. 301 as follows:

- (1) Aviation Career Incentive Pay (ACIP) - Paid to regular and reserve officers who hold, or are in training leading to an aeronautical rating or designation, and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$125 to \$650. Effective FY 1990 the ACIP rates were modified for certain years of aviation service as a result of the Aviation Career Improvement Act of 1989.
- (2) Aviator Continuation Pay (ACP) - The ACP Program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) Non-crew member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performances of hazardous duty required by orders. It is paid to non-rated crew members and noncrew members (e.g. gunnery instructors, aerial photo personnel, flight nurse) only when performing such duties in fixed monthly amounts of \$110.
- (4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties and at the same time AWACS missions have been increasing. As a result the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) Parachute Jumping - Duties involving parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps. Payable at \$110 per month.
- (6) Experimental Stress - An unusually high level of physiological or other stress, specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, and (b) duty as a human acceleration/deceleration test subject. It is paid under specified conditions in a monthly amount of \$110.
- (7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.
- (8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of officers in each category of aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per man-year.

(Amount in Thousands of Dollars)

Flying Duty Crew

YRS SVC Grade	Monthly Rate	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
		Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
2	\$125	4,199	1,500	6,299	4,205	1,500	6,308	4,002	1,500	6,003
2-3	156	2,250	1,872	4,212	1,991	1,872	3,727	2,228	1,872	4,171
3-4	188	2,471	2,256	5,575	2,215	2,256	4,997	1,955	2,256	4,410
4-6	206	4,764	2,472	11,777	4,927	2,472	12,180	4,615	2,472	11,408
6-18	400/650	17,607	4,800	84,514	17,352	7,302	126,704	16,271	7,800	126,914
18-20	370/585	2,640	4,440	11,722	2,829	6,594	18,654	3,242	7,020	22,759
20-22	340/495	1,476	4,080	6,022	1,600	5,631	9,010	1,602	5,940	9,516
22-24	310/385	1,050	3,720	3,906	1,065	4,470	4,868	1,116	4,620	5,156
24-25	280	320	3,360	1,075	344	3,360	1,156	390	3,360	1,310
25 & over	250	930	3,000	2,790	923	3,000	2,769	913	3,000	2,759
B/G under 25	200	22	2,400	53	29	2,400	70	23	2,400	55
M/G under 25	206	0	2,472	0	0	2,472	0	0	2,472	0
Subtotal		37,729		137,945	37,504		190,443	36,357		194,441
Flying Duty Non-Crew		159	1,320	210	125	1,320	165	125	1,320	165
Flying Duty Non-Rated		705	2,160	1,523	705	2,160	1,523	705	2,160	1,523
AWACS WPNS Contr		742	3,132	2,324	800	3,132	2,506	800	3,132	2,506
Aviation Continuation Pay				30,200			61,000			61,300
Total Flying Duty Pay				\$172,202			\$255,637			\$259,935

(Amount in Thousands of Dollars)

Other Incentive Duty Pay

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Parachute Jumping	108	1,320	143	130	1,320	172	130	1,320	172
Parachute Halo	58	1,980	115	60	1,980	119	60	1,980	119
Detachment Duty	75	1,320	99	80	1,320	106	80	1,320	106
Press CHMR Observer	208	1,320	275	200	1,320	264	200	1,320	264
Accel/Decel Subject	18	1,320	24	25	1,320	33	25	1,320	33
Thermal Stress Subject	4	1,320	5	3	1,320	4	3	1,320	4
Toxic Fuel Handlers	36	1,320	48	70	1,320	92	70	1,320	92
L/Hazard Bio Org	0	1,320	0	0	1,320	0	0	1,320	0
Subtotal	507		709	568		790	568		790
Total Incentive Pay			172,911			256,427			260,725

(in Thousands of Dollars)

PROJECT: Special Pay of Officers

FY 1989	Actual	99,082
FY 1990	Estimate	136,940
FY 1991	Estimate	153,904

PAK 1 - PURPOSE AND SCOPE

Funds provide for:

- (i) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b and 303, as amended by the National Defense Act in fiscal years 1990 and 1991 section 702.
 - a. Medical Variable Special - A monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$7,000 to \$12,000 except for O-7s and above who receive \$1,000 per year and interns who receive \$1,200 per year.
 - b. Medical Board Certified - A monthly payment which varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
 - c. Medical Additional Special - A lump sum annual payment for physicians not in internship for initial residency training who execute an agreement to remain on active duty for at least one year. Officers will receive \$15,000 per year.
 - d. Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year.
 - e. Medical Officer Retention Bonus (MORB) - Starting 1 January 1989, to be paid to Medical Corps officers, below the grade of O-7, with at least eight years creditable service who will have completed any active duty service commitment for medical education or training before October 1, 1991 and who are fully qualified in a designated specialty. MORB contracts will be payable in equal annual installments.
 - f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for O-7s and above who receive \$1,000 per year.
 - g. Dental Board Certified - A monthly payment which varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education training, and experience requirements. The total annual pay ranges from \$2,000 - \$4,000 depending upon years of service.
 - h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for a least one year. Payments are \$6,000, \$8,000 or \$10,000.
 - i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.
 - j. Nurse Anesthetist Incentive Pay - The FY 1990 Authorization Act authorizes an Incentive Pay up to \$6,000 to all Certified Registered Nurse Anesthetists.
 - k. Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act.
 - l. Optometrists and Veterinarians - Receive a special pay amount of \$100 per month.

- (2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10, respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.
- (3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
- (4) Hostile Fire Duty. A monthly pay at the rate of \$110 per month.
- (5) Foreign Language Proficiency Pay (Lanquist). 37 U.S. C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has a critical need for that language. The pay shall not exceed \$100 a month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable special pay is based on cost factors derived from statutory rates and the average number of physicians and dentists programmed per years of creditable service. Board certified pay and special incentive pay are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. Physicians Incentive Special Pay (ISP) reflects the release of the 6% budget limitation and the lifting of the \$8,000 individual payment cap for critically needed war time specialties as result of P.L. 100-180. Additional special pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate based on longevity. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying the statutory rates by the number of people programmed in each specialty.

Further details on these increases and decreases may be found on the Schedule of Increases and Decreases for the officer program.

Details of the computation are shown in the following tables.

(Amount in Thousands of Dollars)

Special Pay, Physicians

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
<u>Physicians Pay</u>									
Variable Special	4,158	6,736	28,008	4,042	7,769	31,402	4,152	7,804	32,402
Board Certified Pay	2,050	2,621	5,373	2,098	3,385	7,102	2,190	3,398	7,442
<u>Additional Special Pay</u>	3,294	9,431	31,066	3,341	14,521	48,515	3,342	15,000	50,130
Incentive Special Pay	990	10,328	10,225	1,157	11,051	12,786	2,109	12,565	26,500
Medical Retention Bonus (MORB)	1,077	9,229	9,940	1,500	11,500	17,250	1,500	11,500	17,250
<u>Nurses Bonus</u>									
Nurses Accession Bonus	0	0	0	600	5,000	3,000	600	5,000	3,000
Nurses Special Pay	0	0	0	290	6,000	1,740	290	6,000	1,740
Sub-total Medical Pay			\$84,612			\$121,795			\$138,464

(Amount in Thousands of Dollars)

Other Special Pay

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	No. Paymts	Average Rate	Amount	No. Paymts	Average Rate	Amount	No. Paymts	Average Rate	Amount
<u>Dentist Pay</u>									
Dental Additional	1,116	6,986	7,796	1,140	6,986	7,964	1,161	6,990	8,115
Dental Variable Pay	1,466	3,209	4,704	1,475	3,209	4,733	1,477	3,210	4,741
Board Certif Dental	222	3,234	718	230	3,235	744	238	3,244	772
Dentist Save Pay			0			0			0
Total			13,218			13,441			13,628
<u>Optommetrists</u>	202	1,200	242	204	1,200	245	205	1,200	246
<u>Veterinarians</u>	22	1,200	26	13	1,200	16	11	1,200	13
<u>Total Medical Pay</u>			98,098			135,697			152,351
<u>Personal Allowance- General Officers Chief of Staff</u>	1	4,000	4	1	4,000	4	1	4,000	4
<u>Senior Member of Staff Committee United Nations</u>	1	2,700	3	1	2,700	3	1	2,700	3
<u>General</u>	12	2,200	26	12	2,200	26	12	2,200	26
<u>Lt General</u>	38	500	19	37	500	19	37	500	19
<u>Subtotal</u>	52		52	51		52	51		52
<u>Hostile Fire</u>	50	1,320	66	60	1,320	79	60	1,320	79
<u>Diving Duty</u>	265	1,800	477	480	1,800	864	480	1,800	864
<u>Language</u>	360	1,080	389	415	1,080	448	517	1,080	558
Total			99,082			136,940			153,904

(In Thousands of Dollars)

PROJECT: Basic Allowance for Quarters - Officers

	FY 1989	Actual	
	FY 1990	Estimate	\$464,873
	FY 1991	Estimate	476,309
			471,862

PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 U.S.C. 403, to officers with or without dependents, partial payments to bachelors in government quarters and to officers occupying inadequate quarters under provisions of 10 U.S.C. 2830.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters is determined by multiplying the number of eligible personnel by the statutory rates to which each grade is entitled. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing the rate is payable with the dependent rate less the current experienced average charge of the fair rental value of the housing unit. This charge is limited to 75% of the BAQ rate.

BAQ manyears in all years reflect a decrease in the BAQ with dependents, and without dependents categories. The program reflects the decrease in the end strength for all years. Dollar increases in FY 1990 are driven by the annualization of the 7% targeted pay raise effective 1 January 1989 and the 3.6% pay raise programmed for January 1990. In FY 1991 the pay raise of 3.5% programmed for 1 January 1991 and the annualization of the FY 1990 pay raise causes the dollar requirements to increase.

(Amount in Thousands of Dollars)

Basic Allowance for Quarters With Dependents

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	74	8,936.16	661	73	9,298.44	679	73	9,628.44	703
Colonel	3,440	8,064.00	27,740	3,462	8,377.80	29,004	3,253	8,675.16	28,220
Lt Colonel	9,474	7,686.96	72,826	9,386	8,070.96	75,754	9,029	8,357.40	75,459
Major	13,614	6,839.16	93,108	13,412	7,120.80	95,504	12,999	7,373.52	95,848
Captain	21,941	5,749.32	126,146	22,094	5,939.40	131,225	20,955	6,102.48	127,877
1st Lieutenant	3,989	4,958.16	19,778	3,439	5,070.72	17,438	3,052	5,219.04	15,929
2nd Lieutenant	2,140	4,460.40	9,545	1,433	4,647.00	6,659	1,649	4,775.16	7,874
Subtotal with Dependents	54,672		349,804	53,299		356,263	51,010		351,910

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents-Full Allowance

Grade	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	4	7,262.40	29	5	7,557.12	38	5	7,825.20	39
Colonel	192	6,663.60	1,279	197	6,932.28	1,366	190	7,178.28	1,364
Lt Colonel	757	6,387.36	4,835	827	6,677.16	5,522	834	6,914.04	5,766
Major	2,364	5,904.96	13,959	2,385	6,189.12	14,761	2,317	6,408.72	14,849
Captain	11,025	4,786.92	52,776	11,640	5,020.20	58,435	11,479	5,137.68	58,975
1st Lieutenant	6,311	3,837.48	24,218	5,997	3,974.28	23,834	6,192	4,094.52	25,353
2nd Lieutenant	5,372	3,233.64	17,371	4,643	3,338.52	15,501	3,747	3,461.04	12,969
Subtotal without Dependents	26,025		114,467	25,694		119,457	24,764		119,315

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents-Partial Allowance

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Colonel	6	476.28	3	6	476.28	3	12	476.28	6
Lt Colonel	24	396.00	10	24	396.00	10	24	396.00	10
Major	94	320.40	30	133	320.40	43	172	320.40	55
Captain	569	266.40	152	504	266.40	134	597	266.40	159
1st Lieutenant	474	212.40	101	463	212.40	98	463	212.40	98
2nd Lieutenant	994	158.40	157	977	158.40	155	993	158.40	157
Subtotal without Dependents (Partial)	2,161		453	2,107		443	2,261		485

(Amount in Thousands of Dollars)

Inadequate Family Housing

<u>Grade</u>	<u>FY 1989 Actual</u>			<u>FY 1990 Estimate</u>			<u>FY 1991 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Lt Colonel	0	1,721.76	0	0	2,123.16	0	0	2,180.52	0
Major	2	2,272.44	5	4	2,524.08	10	4	2,592.24	10
Captain	48	1,886.40	91	45	1,985.76	89	45	2,037.84	92
1st Lieutenant	24	1,619.76	39	16	1,705.08	27	16	1,811.64	29
2nd Lieutenant	12	1,166.64	14	15	1,343.76	20	15	1,380.00	21
Subtotal Inadequate Family Housing	86		149	80		146	80		152
Total BAQ			\$464,873			\$476,309			\$471,862

(In Thousands of Dollars)

PROJECT: Variable Housing Allowance - Officers

	FY 1989	Actual	
	FY 1990	Estimate	\$100,094
	FY 1991	Estimate	98,605
			\$97,046

PART I - PURPOSE AND SCOPE

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 U.S.C. Section 403a. VHA is based on pay grade and duty assignment in high cost housing areas in the Continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable housing allowances are developed by multiplying the number of eligible officers by the average rate for each grade. A projection of eligible personnel is developed from the sum of personnel receiving a basic allowance for quarters at the full with-dependent rate and those receiving a basic allowance for quarters, at the full without-dependent rate. The FY 1990 includes a housing cost growth of 3.6% and for FY 1991 the housing cost growth is 3.3%.

Dollar impact associated with these changes are summarized in the schedule of Increases and Decreases.

The computation of requirements is provided in the following table:

(Amount in Thousands of Dollars)

Variable Housing Allowance

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	74	3,344.52	247	73	3,434.88	251	73	3,514.80	257
Colonel	3,315	1,847.76	6,125	3,323	1,895.16	6,298	3,183	1,939.20	6,172
Lt Colonel	9,065	1,911.60	17,329	8,970	1,963.20	17,610	8,704	2,008.80	17,485
Major	13,700	1,668.24	22,855	13,555	1,713.24	23,223	13,258	1,753.08	23,242
Captain	27,103	1,385.69	37,556	27,150	1,433.52	38,920	26,749	1,466.88	39,238
1st Lieutenant	8,518	905.88	7,716	7,788	930.36	7,246	7,088	950.64	6,738
2nd Lieutenant	6,422	836.28	5,371	5,888	858.84	5,057	4,523	865.44	3,914
Subtotal	68,197		97,199	66,747		98,605	63,578		97,046
Payback			\$2,895						
Total	68,197		\$100,094	66,747		\$98,605	63,578		\$97,046

(In Thousands of Dollars)

PROJECT: Basic Allowance For Subsistence	FY 1989 FY 1990 FY 1991	Actual Estimate Amended Estimate	\$149,097 151,813 153,073
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PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance as authorized by 37 USC 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. The increase in FY 1990 over FY 1989 is a direct result of the 3.6% pay raise effective 1 January 1990 and annualization of the 4.1% FY 1989 pay raise. Increases in FY 1991 over the previous year is driven by the 3.5% pay raise programmed and annualization of 1 January 1990 3.6% pay raise. Requirements are adjusted downward as a result of the decrease in workyears.

Details of the computation are provided in the following table:

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Officers	104,603	1,425.37	149,097	102,988	1,474.08	151,813	100,284	1,526.40	153,073
Total			149,097			151,813			153,073

(In Thousands of Dollars)

PROJECT: Station Allowances, Overseas	FY 1989	Actual	\$ 82,687
	FY 1990	Estimate	83,153
	FY 1991	Estimate	78,478

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to officers on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulations and authorized under the provisions of 37 U.S.C. 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. A Station Housing Allowance consists of the difference between the Basic Allowance for Quarters (BAQ) and the applicable housing costs in the overseas area where members are stationed. The numbers entitled to an overseas station allowance are based on historical data adjusted for known changes of each type of allowance.

The numbers for COLA and Housing Allowances are based on FY 1989 experience adjusted downward to reflect the decreases in authorized overseas strengths in FYs 1990 and 1991 respectively. Housing is adjusted downward to reflect the transition of Alaska and Hawaii to VHA. The rates reflect the foreign rates effective November 1989. COLA rates are adjusted upwards and housing rates are decreased to reflect the 1 January 1990 pay raise and the programmed pay raise for FY 1991.

Temporary Lodging Allowances (TLA) rates are increased for inflation of 4.2% in FY 1990 and 4.0% in FY 1991.

(Amount in Thousands of Dollars)

Cost of Living

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	50	4,517	226	54	4,639	251	49	4,629	227
Colonel	773	4,197	3,244	808	4,311	3,483	767	4,284	3,286
Lt Colonel	1,763	3,807	6,712	1,828	4,074	7,447	1,734	3,829	6,639
Major	3,069	3,228	9,907	3,179	3,315	10,538	3,044	3,308	10,070
Captain	6,705	2,800	18,774	6,732	2,876	19,361	6,848	2,800	19,174
1st Lieutenant	1,588	2,299	3,651	1,629	2,238	3,646	1,344	2,310	3,105
2nd Lieutenant	293	1,743	511	321	1,790	575	256	1,779	455
Subtotal Cost of Living	14,241		43,025	14,551		45,301	14,042		42,956

(Amount in Thousands of Dollars)

Housing Allowance

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	2	1,457	3	2	1,269	3	1	1,229	1
Colonel	208	6,315	1,314	214	6,456	1,382	207	6,236	1,291
Lt Colonel	874	4,379	3,827	911	4,053	3,692	830	3,915	3,249
Major	1,615	4,032	6,512	1,673	3,663	6,128	1,551	3,538	5,487
Captain	3,907	3,669	14,335	3,927	3,314	13,014	3,893	3,171	12,345
1st Lieutenant	946	3,316	3,137	981	2,959	2,903	813	2,832	2,302
2nd Lieutenant	185	3,714	687	204	3,482	710	155	3,335	517
Subtotal									
Housing Allowance	7,737		29,815	7,912		27,832	7,450		25,192
Temporary									
Lodging Allowance	22,428	439	9,847	22,049	454	10,020	22,049	469	10,330
Total Overseas Allowance			982,687			983,153			978,478

(In Thousands of Dollars)

PROJECT: Uniform Allowances - Officers

FY 1989 Actual \$ 2,877
FY 1990 Estimate 2,141
FY 1991 Estimate 2,537

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of 37 U.S.C. 415 and 416. Congress in the FY 1988-1989 National Defense Authorization Act authorized the payment of Civilian Clothing Allowance for Air Force Officers. Officers assigned at locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting January 1, 1985 the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200, regardless of source of commission or previous enlisted status. Increases/decreases in number of payments result from higher or lower accessions programmed.

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount
Initial Uniform Allowances.....	1,837	\$200	\$367	1,718	\$200	\$344	1,917	\$200	\$383
	5,693	\$200	1,139	3,780	\$200	756	4,897	\$200	979
Additional Uniform Allowances.....	7,530	100	753	5,498	100	550	6,814	100	681
Civilian Clothing.....	882	701	\$618	700	701	\$491	704	701	\$494
Total.....			\$2,877			\$2,141			\$2,537

(In Thousands of Dollars)

PROJECT: Family Separation Allowances - Officers

	FY 1989	Actual	
	FY 1990	Estimate	\$ 2,064
	FY 1991	Estimate	2,136
			2,143

PART I - PURPOSE AND SCOPE

Funds provide family separation allowance (FSA) payments, under the provision of 37 U.S.C. 427, to officers with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas and / or
- (2) When a member with dependents makes a permanent change of station or is on temporary duty travel for thirty days or more either in CONUS or overseas and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost computation are provided in the following tables:

(Amount in Thousands of Dollars)

PCS Overseas With Dependents not Authorized and Maintain Two Homes

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Colonel	15	6,663.60	100	15	6,932.28	104	15	7,178.28	108
Lt Colonel	32	6,387.36	204	32	6,677.16	214	32	6,914.04	221
Major	35	5,904.96	207	35	6,189.12	217	35	6,408.72	224
Captain	64	4,786.92	306	64	5,020.20	321	63	5,137.68	324
1st Lieutenant	11	3,837.48	42	11	3,974.28	44	11	4,094.52	45
2nd Lieutenant	2	3,233.64	6	2	3,338.52	7	1	3,461.04	3
Total	159		865	159		907	157		925
PCS CONUS or overseas with dependents not authorized	698	720.00	503	714	720.00	514	707	720.00	509
TDY CONUS or overseas for more than 30 days with dependents not residing near TDY station	967	720.00	696	993	720.00	715	985	720.00	709
Unpaid Family Separation Allowance	1,824		2,064	1,866		2,136	1,849		2,143

(In Thousands of Dollars)

	FY 1989	Actual	
FY 1990		Estimate	\$46,204
FY 1991		Estimate	47,604
			51,264

PROJECT: Separation Payments

PART I - PURPOSE AND SCOPE

Funds provide:

(1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge, or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.

(2) Severance pay to officers who are involuntary discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover, under provisions of 10 U.S.C. 637(a), disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separation payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to September 1, 1976, and retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after September 1, 1976, to include the lowering of the to September 1, 1976 leave balance, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days. Severance pay for promotion passovers is 10% of the product of (a) years of active service, and (b) 12 times the monthly basic pay to which the member was entitled at the time of discharge or release from active duty. The maximum amount payable is \$30,000.

A member separated for a physical disability is entitled to severance pay. To compute this pay the number of active years of service, (a maximum of 12 years) is multiplied by the sum of two months of basic pay at the grade in which the member is serving at the time of the disability. In the case of disability found during an examination for promotion, the severance pay is based on the grade to which member would have been promoted.

Detailed cost computations are provided in the following table:

(Amount in Thousands of Dollars)

Lump Sum Terminal Leave Payments

	FY 1989 Actual				FY 1990 Estimate				FY 1991 Estimate				
	Average			Amount	Average			Amount	Average			Amount	
	Number	Days	Rate		Number	Days	Rate		Number	Days	Rate		
<u>Grade</u>													
General	53	60.0	\$13,530	\$717	45	60.0	\$14,714	\$662	59	60.0	\$15,136	\$893	
Colonel	961	45.5	9,065	8,711	751	51.5	9,315	6,996	775	47.0	9,581	7,425	
Lt Colonel	1,712	41.4	6,252	10,703	1,420	42.9	6,477	9,198	1,400	39.1	6,661	9,326	
Major	1,494	38.1	4,156	6,208	1,390	36.3	4,533	6,301	1,253	30.2	4,662	5,841	
Captain	3,401	22.8	2,093	7,118	4,097	23.4	2,131	8,731	3,808	22.3	2,192	8,346	
1st Lieutenant	497	16.9	1,380	686	538	19.7	1,442	776	461	20.9	1,484	684	
2nd Lieutenant	197	12.1	597	118	193	9.2	610	118	150	10.7	627	94	
Subtotal	8,315			34,261	8,434			32,782	7,906			32,609	
<u>Separation Pay</u>													
Fail Promotion/Unfit.	379		29,559	11,203	465		30,000	13,950	589		30,000	17,670	
Disability	35		23,421	820	40		24,054	962	40		24,631	985	
Total Separation Payments				\$46,284				\$47,694				\$51,264	

(In Thousands of Dollars)

PROJECT: Social Security Tax - Employer's Contribution

FY 1989 Actual Estimate
FY 1990 Estimate
FY 1991 Estimate
\$294,219
322,497
\$310,026

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101, 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983," dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. Effective January 1, 1989, the tax rate was 7.51% on \$48,000 taxable income. In 1990 the tax rate increases to 7.65% on \$51,000 taxable income and in FY 1991 increases to \$54,300. The FICA computations are based on base pay and the percentage rate set by law for a given calendar year. The increase in requirements is the result of the full year impact of the 1 January 1989 tax rate and the increase in maximum wages taxed. The overall 4.3% pay raise in FY 1989 and the programmed 3.6% and 3.5% pay raises in FY 1990 and FY 1991 respectively have an impact in the Social Security requirements.

Funding for FY 1989, FY 1990 and FY 1991 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances.) The decision was made to transfer this requirement to the Military Personnel Appropriation from the Department of Human Services.

Details of the computations are shown below:

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Officers	104,603	\$2,437.07	\$254,925	102,988	\$2,555.67	\$263,203	100,284	\$2,617.31	\$262,474
Wage Credit			39,294			59,294			47,552
Total			294,219			322,497			310,026

Program Adjustment

Adjustment to Officer Program to be consistent with final reported obligations

+ \$ 13,000

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

2.	<u>Pay and Allowances of Enlisted</u>	<u>Amount</u>
	FY 1990 Direct Program	\$11,802,266
	<u>Increases</u>	
	Basic Pay	21,600
	- Annualization of 1 Jan 90 3.6% Pay Raise	+ 57,862
	- 1 Jan 91 3.5% Pay Raise	+ 170,283
	- Workyear Decrease	- 206,545
	Uniform Allowances	24,685
	- Includes 3.3% inflation, DoD approved clothing costs, and changes in eligibles	
	Enlistment Bonus	458
	Family Separation Allowance	135
	Special Pays	120
	Total Increases	46,998

Decreases:

Social Security (FICA)		- 20,994
- Annualization of 1 Jan 90 3.6% pay raise	+ 5,213	
- 1 Jan 91 3.5% Pay Raise	+ 15,341	
- Rate change: Full year impact of 7.65%	+ 2,836	
- Workyear Decrease	- 21,926	
- Wage Credit Decrease	-22,458	
Selective Reenlistment Bonus		- 4,872
- 225 additional initial payments	+ 866	
- 4,191 fewer anniversary/accelerated payments	- 6,582	
- Annualization 1 Jan 90 3.6% pay raise	+ 214	
- 1 Jan 91 3.5% pay raise	+ 630	
Retired Pay Accrual		37,118
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 24,996	
- 1 Jan 91 3.5% Pay Raise	+ 73,562	
- Workyear Decrease	- 89,075	
- Rate Change from 43.9% (FY90) to 43.2% (FY91)	- 46,601	
Basic Allowance for Quarters		- 21,938
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 7,785	
- 1 Jan 91 3.5% Pay Raise	+ 22,910	
- Resulting from Workyear Decrease, and Changes in Housing Units	- 52,633	
Variable Housing Allowances		- 890
- Reflects 3.3% adjustment for housing cost growth and fewer payments		
Overseas Station Allowances		- 37,625
- Based on rates effective Nov 89, and actual experience		
Separation Pay		- 7,751
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 449	
- 1 Jan 91 3.5% Pay Raise	+ 1,320	
- Decreased Separations	-9,520	
Reimbursables		- 5,666
- Change includes adjustment for "Fair Pricing" legislation		
Total Decreases		136,854
FY 1991 Direct Program		\$11,712,410

The approved AF Defense Management Report Decisions have created a savings of \$95,668 and end strength reduction of 7,146 in the Enlisted program for FY91. These savings resulted from the following initiatives as Streamlining Contract Management (\$870), Civilianization of Military Spaces in Support Functions (\$38,953), AF DMR proposals on acquisition and management (\$21,981), AF DMR Proposals Phase II (\$8,118), and the AF DMR Operational Efficiencies Proposals (\$25,746).

(In Thousands of Dollars)

PROJECT: Basic Pay of Enlisted

FY 1989	Actual	\$6,538,668
FY 1990	Estimate	6,635,655
FY 1991	Estimate	\$6,657,255

PART I - PURPOSE AND SCOPE

Funds provide basic compensation to enlisted personnel on active duty, including length of service increments, under provision of 37 U.S.C. 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 1990 program is based on a beginning enlisted strength of 462,831 and an end strength of 440,293 with 451,009 workyears. During the budget review cycle in Mar 89, the AF was required to reduce its Military Personnel Appropriation by approximately \$87M. In order to stay within these reduced dollars in FY 1990, the Air Force had to implement an early release program in FY 1990 which separate in January 1990 approximately 6,000 personnel from one to eight months early. Congressional reductions and approval of additional entitlements contained in the Appropriations Bill, and the four month sequestration forced the AF to cut the MPA by an additional \$373M. In addition to the early release already in effect, several other programs were implemented to meet this additional shortfall. Two of these were a second voluntary early release of 5,000 airmen and a reduction of 18,000 non-prior service accessions. Since these actions affected only the lower grades (E-1 through E-4), the top five grade percentage increased to 50.13% of the total projected enlisted end strength, but remains 48% of the enlisted portion of the Authorization Act end strength of 460,857.

The FY 1991 program is based on a beginning enlisted strength of 440,293 and an ending strength of 426,829 with 436,253 workyears. As in FY 1990 the Air Force was constrained by dollars available. In order to stay within these limits the accession level was held at 36,000 (the same as FY 1990), thereby, forcing the AF into a significant unit undermanning condition.

(Amount in Thousands of Dollars)

Basic Pay of Enlisted

Grade	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	4,807	30,203	145,186	4,669	31,308	146,177	4,613	32,381	149,374
Senior Master Sergeant	9,310	24,908	231,893	9,188	25,855	237,556	9,244	26,729	247,083
Master Sergeant	39,199	21,089	826,668	39,590	21,893	866,744	39,250	22,602	887,129
Technical Sergeant	58,720	17,748	1,042,163	57,787	18,430	1,065,014	57,778	19,073	1,102,000
Staff Sergeant	111,376	14,667	1,633,551	111,591	15,261	1,702,990	105,801	15,812	1,672,924
Sergeant	126,468	12,124	1,533,298	128,453	12,608	1,619,536	122,947	12,980	1,595,851
Airman First Class	79,123	9,974	789,173	72,642	10,354	752,135	71,800	10,687	767,327
Airman	23,989	9,311	223,362	17,172	9,657	165,830	17,562	9,989	175,427
Airman Basic	14,701	7,712	113,374	9,917	8,034	79,673	7,258	8,286	60,140
Total	467,693		6,538,668	451,009		6,635,655	436,253		6,657,255

(In Thousands of Dollars)

PART I - PURPOSE AND SCOPE

PROJECT: Retired Pay Actual - Enlisted	FY 1989	Actual	\$3,282,411
	FY 1990	Estimate	2,913,052
	FY 1991	Estimate	2,875,934

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, under provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be a specified percent of basic pay.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budget estimates are derived as a product of:

- (a) An accrual percentage of 50.2% for FY 1989, 43.9% for FY 1990 and 43.2% for FY 1991, (b) The total amount of basic pay expected to be paid during the fiscal year to enlisted members of the armed forces (Note: Base Pay adjusted for pay raises).

The computation of fund requirements is shown in the following table:

FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
467,693	\$7,018.30	\$3,282,411	451,009	\$6,458.96	\$2,913,052	436,253	\$6,592.35	\$2,875,934

(In Thousands of Dollars)

	FY 1989	Actual	\$27,739
	FY 1990	Estimate	28,200
	FY 1991	Estimate	\$28,200

PROJECT: Incentive Pay for Hazardous Duty

PART I - PURPOSE AND SCOPE

The purpose of incentive pay for hazardous duty is to help the Air Force attract and retain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide pay to enlisted personnel, under provisions of 37 U.S.C. 301, for the following types of duty:

- (1) Crew member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay.
- (2) Non-crew member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers". They are required to perform critical inflight duties (such as maintenance) that cannot be performed by an assigned crew member.
- (3) Parachute jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight.
- (4) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard.
- (5) Experimental stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject.
- (6) Toxic fuel handler - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide.
- (7) Live/Hazardous biological organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms.
- (8) Other hazardous duty required by order and authorized under the provisions of 37 U.S.C. 301.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of enlisted personnel in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. All other hazardous duty pay is computed at the statutory rate per man-year.

The computation of fund requirements is provided in the following tables:

(Amount in Thousands of Dollars)

Flying Duty Crew Members

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	236	2,400	566	261	2,400	626	261	2,400	626
Senior Master Sergeant	487	2,400	1,169	526	2,400	1,262	526	2,400	1,262
Master Sergeant	1,767	2,400	4,241	1,758	2,400	4,219	1,758	2,400	4,219
Technical Sergeant	2,344	2,100	4,922	2,369	2,100	4,975	2,369	2,100	4,975
Staff Sergeant	3,326	1,800	5,987	3,507	1,800	6,313	3,507	1,800	6,313
Sergeant	1,978	1,500	2,967	1,794	1,500	2,691	1,794	1,500	2,691
Airman First Class	765	1,320	1,010	902	1,320	1,191	902	1,320	1,191
Airman	220	1,320	290	139	1,320	183	139	1,320	183
Airman Basic	23	1,320	30	14	1,320	18	14	1,320	18
Subtotal	11,146		21,182	11,270		21,478	11,270		21,478
<u>Non-Fly Crew Members</u>									
	1,158	1,320	1,529	1,250	1,320	1,650	1,250	1,320	1,650
Total Flying Duty Pay	12,304		22,711	12,520		23,128	12,520		23,128
<u>Other Incentive Duty Pay</u>									
Parachute Jumping	859	1,620	1,392	880	1,620	1,426	880	1,620	1,426
High and Low-pressure chamber inside observer, human accel/occel experimental observer & test subject in thermal stress experiments									
Demolition Duty	555	1,320	733	562	1,320	742	562	1,320	742
Toxic Fuel Handlers	1,284	1,320	1,695	1,300	1,320	1,716	1,300	1,320	1,716
Hazardous Bio Org	816	1,320	1,077	800	1,320	1,056	800	1,320	1,056
	99	1,320	131	100	1,320	132	100	1,320	132
Subtotal	3,613		5,028	3,642		5,072	3,642		5,072
Total Incentive Pay	15,917		27,739	16,162		28,200	16,162		28,200

(In Thousands of Dollars)

FY 1989	Actual	\$10,293
FY 1990	Estimate	10,903
FY 1991	Estimate	\$11,023

PROJECT: Special Pay of Enlisted

PART I - PURPOSE AND SCOPE

Funds provide special pay to enlisted personnel for sea duty or duty outside the contiguous 48 states and the District of Columbia at places designated by the Secretary of Defense under the provisions of 37 U.S.C. 305 and 305a; for duty subject to hostile fire under the provisions of 37 USC 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of 37 U.S.C. 314.

(1) Duty at certain places - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from \$8 to \$22.50 per month.

(2) Overseas duty extension pay - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced in that there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the U. S. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve PCS funds.

(3) Diving duty pay - Authorized for enlisted members of the Air Force under the provisions of 37 U.S.C. 304. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$300/month for enlisted personnel, the amounts paid by the Air Force are \$150 or \$100 per month based on divers' skill levels, responsibility, hazard, and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields, pararescue and diving duty basic. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness; diving accidents/injuries; infiltrate and exfiltrate for land rescue in combat environment and; deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from surface vessel, parachute or helicopter drop.

(4) Foreign Language Proficiency Pay - Authorized in 37 U.S.C. 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense and who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The pay shall not exceed \$100 a month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Amounts are computed by applying statutory rates to the average numbers of personnel programmed to be eligible.

Details of the computation are shown in the following table:

(Amount in Thousands of Dollars)

Special Pay, Enlisted

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
<u>Duty at Certain Places</u>									
<u>Grade</u>									
Chief Master Sergeant	278	270	75	279	270	75	283	270	76
Senior Master Sergeant	777	270	210	780	270	211	790	270	213
Master Sergeant	3,175	270	857	3,189	270	861	3,228	270	872
Technical Sergeant	5,229	240	1,255	5,251	240	1,260	5,316	240	1,276
Staff Sergeant	10,827	192	2,079	10,874	192	2,088	11,008	192	2,114
Sergeant	12,389	156	1,933	12,442	156	1,941	12,596	156	1,965
Airman First Class	5,972	108	645	5,998	108	648	6,072	108	656
Airman	1,697	96	163	1,704	96	164	1,725	96	166
Airman Basic	230	96	22	231	96	22	234	96	22
Subtotal	40,574		7,239	40,748		7,270	41,252		7,360
Diving Duty-Basic Scuba	133	1,320	176	150	1,320	198	150	1,320	198
Diving Duty-Pararescue	422	1,800	760	420	1,800	756	420	1,800	756
Sea Duty	855	960	821	855	960	821	855	960	821
Hostile Fire	4	660	3	2	660	1	2	660	1
Overseas Extension	41	1,320	54	43	1,320	57	43	1,320	57
Foreign Lang Pro Pay	1,033	1,200	1,240	1,500	1,200	1,800	1,525	1,200	1,830
Total Special Pay	43,062		10,293	43,718		10,903	44,247		11,023

PROJECT: Special Duty Assignment Pay

FY 1989	Actual	\$11,079
FY 1990	Estimate	16,117
FY 1991	Estimate	\$16,117

PART I - PURPOSE AND SCOPE

Title 37, United States Code authorizes payment of SDAP as an incentive to induce enlisted members to qualify for and serve in designated special duty assignments involving the performance of extremely demanding duties or duties demanding an unusual degree of responsibility. Currently, five skills, three units, and one duty location receive SDAP.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on the number of individuals programmed to occupy skills for which special duty assignment pay is authorized. The large increase is due to the addition of personnel at Tanopah Test Range, Nevada, home of the stealth fighter (F117A).

(Amount in Thousands of Dollars)

	FY 1989 Actual		FY 1990 Estimate		FY 1991 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
<u>SPECIAL DUTY ASSIGNMENT PAY (SDAP)</u>						
SD-5 (\$275)	2,453	\$8,095	2,589	\$8,544	2,589	\$8,544
SD-4 (\$220)	197	520	225	594	225	594
SD-3 (\$165)	1,053	2,085	3,339	6,611	3,339	6,611
SD-2 (\$110)	255	337	234	309	234	309
SD-1 (\$55)	63	42	89	59	89	59
Total SDAP	4,021	\$11,079	6,476	\$16,117	6,476	\$16,117

(In Thousands of Dollars)

PROJECT: Selective Reenlistment Bonus

	FY 1989	Actual	
	FY 1990	Estimate	\$59,114
	FY 1991	Estimate	57,757
			\$2,885

PART I - PURPOSE AND SCOPE

Funds provide selective reenlistment bonuses (SRBs) authorized under the provisions of 37 U.S.C., 308. Enlisted members designated as having critical military skills and who have completed at least twenty-one months of continuous active duty (other than reservists on active duty for training) but not more than fourteen years of active duty, may be paid bonuses. The bonus is the lesser of \$30,000 or the product of up to six months of the basic pay, to which the member was entitled at the time of discharge or release, and the number of years of additional obligated service (not to exceed six years). The SRB replaced the Variable Reenlistment Bonus and Regular Reenlistment Bonus on June 1, 1974. The Air Force has chosen to place a maximum ceiling of \$20,000 for any given selective reenlistment bonus and capped the maximum bonus level at 3. The FY 1988 DOD Authorization Act changed the SRB pay methodology. Effective 1 October 1987, SRBs must be paid either in a lump sum amount upon reenlistment or in installments with a minimum of 50% in the initial installment. The Air Force has elected to pay SRBs under the installment program paying 50% up front and the remaining in equal annual payments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels and year group shortages in critical skills. SRBs are targeted at individuals in critical skills characterized by retention levels insufficient to sustain the career force at an adequate level. To ensure we are spending money wisely and obtaining maximum readiness impact, the Air Force performs a top to bottom review of all skills twice each year.

The SRB continues to attract more reenlistments in critical military skills with inadequate retention, eliminates NCO shortages, improves experience levels and ensures adequate retention to sustain the career force.

Funding for the forgiveness of the obligated service provision authorized by the Uniformed Services Pay Act of 1981 has been included in the new payment budget line for each FY. This allows the Air Force to forgive up to 24 months of an unserved extension of enlistment in computing SRB entitlements for first-term airmen who agree to retrain into and recelist in SRB skills. The provision was implemented in FY 1986 and included 12 months with an expansion to 23 months in FY 1988.

Accelerated payments are installment payments made in advance of the normal anniversary dates when enlisted members can document unique and unusual hardships not common to their contemporaries.

The Air Force has and will continue to focus management initiatives to balance overage and shortage skills. For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in CCS skills; recruiting fully qualified prior service personnel; focusing retraining into shortage skills; returning previously qualified specialists to shortage skills; and permitting selected numbers of members in shortage skills to remain on active duty beyond their high year of tenure. The following actions are aimed at reducing overage skills: restricting fully qualified prior service personnel from enlisting in overage skills; voluntary and involuntary retraining out of overage skills into shortage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands of Dollars)

Selective Reenlistment Bonus (SRB)

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
Initial Payments	7,196	2,587	18,616	8,248	2,778	22,914	8,473	2,906	24,624
Extension Forgiveness	(600)	(1,900)	(1,140)	(600)	(1,987)	(1,192)	(600)	(2,077)	(1,246)
Cases (Cost Included in Init Pmts) Non Add									
Anniversary Payments	64,614	626	40,418	58,240	593	34,536	46,895	596	27,928
Accelerated Payments	26	3,077	80	95	3,231	307	95	3,505	333
TOTAL	71,836		59,114	66,583		57,757	55,463		52,885

**REENLISTMENT BONUS OUTYEAR IMPACT
MILITARY PERSONNEL, AIR FORCE
(In Thousands Of Dollars)**

	FY 1989		FY 1990		FY 1991		FY 1992		FY 1993		FY 1994		FY 1995		FY 1996	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obl	64,640	40,498	44,351	30,001	31,920	17,881	19,400	10,800	8,252	4,681						
Accel Pmts	26	80	95	307	95	333	95	333								
Prior Yr (FY 89)	7,196	18,616	6,912	4,535	6,783	4,488	6,545	4,408	4,767	2,782	3,817	2,591				
Current Yr (FY 90)			8,248	22,914	8,192	5,559	8,046	5,499	7,813	5,442	5,578	3,332	3,714	3,082		
Budget Yr (FY 91)					8,473	24,624	8,398	5,961	8,248	5,897	8,009	5,835	5,718	3,572	3,807	3,305
Budget Yr (FY 92)							7,825	24,049	7,773	5,835	7,634	5,772	7,414	5,712	5,293	3,497
Ann Pmts	64,614	40,418	51,358	34,843	46,990	28,261	42,484	27,001	36,853	24,637	25,038	17,530	16,846	12,366	9,100	6,802
Total SRB	71,836	59,114	66,583	57,757	55,463	52,885	50,309	51,050	36,853	24,637	25,038	17,530	16,846	12,366	9,100	6,802

(In Thousands of Dollars)

PROJECT: Enlistment Bonus

FY 1989 Actual
FY 1990 Estimate
FY 1991 Estimate

\$438
333
791

PART I - PURPOSE AND SCOPE

Paid provide an enlistment bonus (incentive) of not more than \$8,000 to personnel who enlist for a period of at least four years in a designated critical skill in accordance with the provisions of 37 U.S.C. 308a and 308f.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The bonus is used to avoid a recruiting shortfall in designated skills by requiring a longer enlistment of qualifying personnel. It provides an incentive to complete training and thereby reduces training attrition. The estimate is based on the number of enlistees required and programmed to enter the designated specialties and complete training, multiplied by the enlistment bonus rate approved by the Office of the Secretary of Defense.

Growth in the program between FY 1990 and FY 1991 is due to the way enlistment bonuses are paid. The enlistment bonus is paid after completion of technical training and arrival at first duty assignment. Therefore, for skills with a long training pipeline current year funding pays for enlistment bonuses that were conducted in prior FYs. The growth in the FY 1991 program is due to an increased number of crypto linguists (average 22 month training period) who are programmed to enter in FY 1989 becoming eligible for their bonuses in FY 1991 and an increase of the Bonus for Crypto Linguists from 2,000 to 4,000 in FY 1990. The smaller budget in FY 1989/90 reflects the reduced number of programmed enlistments in FY 1987/88. This action was taken to meet budget restrictions during execution of each FY's budget.

Cost computations are provided by the following tables:

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
New Payments	6	1,000	6	11	1,000	11	12	1,000	12
Residual	42	1,000	42	36	1,000	36	41	1,000	41
New Payments	0	1,500	0	0	1,500	0	0	1,500	0
	195	2,000	390	143	2,000	286	169	2,000	338
	0	2,500	0	0	2,500	0	0	2,500	0
	0	4,000	0	0	4,000	0	100	4,000	400
TOTAL	243		438	190		333	322		791

(In Thousands of Dollars)

PROJECT: Basic Allowance for Quarters - Enlisted

	FY 1989	Actual	
	FY 1990	Estimate	\$899,756
	FY 1991	Estimate	917,604
			\$895,666

PART I - PURPOSE AND SCOPE

Funds requested provide payment of basic allowances for quarters authorized under provisions of 37 U.S.C. Section 403, with or without dependents; and to enlisted personnel occupying inadequate family housing under the provisions of 10 U.S.C. 2830.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible enlisted personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor manyears and the projected number of these manyears that will reside in government housing. For inadequate housing the rate payable is the with-dependent rate less the current experienced average rate charge of the fair rental value of the housing unit. This charge is limited to 75% of the BAQ rate. (Pay raise adjustments FY 1989 7%(Average), FY 1990 3.6%, FY 1991 3.5%).

Dollar amounts associated with the above adjustments to BAQ program costs are summarized in the Schedule of Increases and Decreases.

The computation of fund requirements is provided by the following tables:

Amount in Thousands of Dollars)

Basic Allowance for Quarters with Dependents

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	3,194	5,809.56	18,556	3,105	6,044.88	18,769	3,027	6,258.00	18,943
Senior Master Sergeant	5,725	5,368.56	30,735	5,647	5,571.72	31,464	5,638	5,768.04	32,520
Master Sergeant	22,143	4,991.40	110,525	22,671	5,179.80	117,431	22,082	5,362.32	118,411
Technical Sergeant	30,063	4,588.20	137,935	29,332	4,780.44	140,220	28,791	4,948.92	142,484
Staff Sergeant	46,005	4,114.80	189,301	46,358	4,299.84	199,332	40,621	4,451.40	180,820
Sergeant	41,960	3,574.80	149,999	41,712	3,741.60	156,070	37,623	3,873.48	145,732
Airman First Class	21,617	3,315.60	71,673	18,570	3,479.04	64,606	18,109	3,601.68	65,223
Airman	4,454	3,194.16	14,227	2,733	3,312.72	9,054	2,799	3,429.48	9,599
Airman Basic	1,879	3,194.16	6,002	1,038	3,312.72	3,439	716	3,429.48	2,456
Subtotal with Dependents	177,040		728,953	171,166		740,385	159,406		716,188

(Amount in Thousands of Dollars)

Basic Allowance for Quarters without Dependents-Full Allowance

<u>Grade</u>	<u>FY 1989 Actual</u>			<u>FY 1990 Estimate</u>			<u>FY 1991 Estimate</u>		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Chief Master Sergeant	176	4,371.36	769	144	4,584.48	660	142	4,746.12	674
Senior Master Sergeant	406	4,026.60	1,635	392	4,214.76	1,652	403	4,363.32	1,758
Master Sergeant	2,570	3,437.16	8,834	2,561	3,597.36	9,213	2,573	3,724.20	9,582
Technical Sergeant	5,968	3,095.16	18,472	5,922	3,253.56	19,268	6,071	3,368.16	20,448
Staff Sergeant	17,607	2,856.60	50,296	17,560	3,002.16	52,718	17,028	3,107.88	52,921
Sergeant	23,055	2,485.80	57,310	23,678	2,613.96	61,893	22,914	2,706.00	62,005
Airman First Class	7,665	2,433.60	18,654	7,122	2,565.84	18,274	7,057	2,656.32	18,746
Airman	810	1,998.00	1,618	592	2,085.24	1,234	611	2,158.68	1,319
Airman Basic	84	1,785.60	150	58	1,852.32	107	42	1,917.60	81
Subtotal without Dependents	58,341		157,738	58,029		165,019	56,841		167,534

(Amount in Thousands of Dollars)

Basic Allowance for Quarters without Dependents-Partial Allowance

Grade	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	7	223.20	2	5	223.20	1	5	223.20	1
Senior Master Sergeant	23	183.60	4	21	183.60	4	21	183.60	4
Master Sergeant	370	144.00	53	369	144.00	53	370	144.00	53
Technical Sergeant	1,078	118.80	128	1,070	118.80	127	1,096	118.80	130
Staff Sergeant	6,784	104.40	708	6,766	104.40	706	6,562	104.40	685
Sergeant	33,603	97.20	3,266	34,511	97.20	3,354	33,396	97.20	3,246
Airman First Class	46,376	93.60	4,341	43,076	93.60	4,032	42,700	93.60	3,997
Airman	18,165	86.40	1,569	13,266	86.40	1,146	13,568	86.40	1,172
Airman Basic	12,588	82.80	1,042	8,669	82.80	718	6,345	82.80	525
Subtotal without Dependents Partial	118,994		11,113	107,753		10,141	104,063		9,813

(Amount in Thousands of Dollars)

Basic Allowance for Quarters without Dependents-Inadequate

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	0	1,585.56	0	0	1,628.28	0	0	1,685.73	0
Senior Master Sergeant	4	1,384.56	6	4	1,439.76	6	4	1,490.52	6
Master Sergeant	24	1,271.40	31	24	1,337.40	32	24	1,384.56	33
Technical Sergeant	83	1,252.20	104	83	1,307.40	109	83	1,353.48	112
Staff Sergeant	363	1,162.80	422	363	1,224.96	445	363	1,268.16	460
Sergeant	998	970.80	969	998	1,025.52	1,023	998	1,061.64	1,060
Airman First Class	448	879.60	394	448	932.88	418	448	965.76	433
Airman	27	842.16	23	27	870.12	23	27	900.84	24
Airman Basic	4	794.16	3	4	844.08	3	4	873.84	3
Subtotal Inadequate	1,951		1,952	1,951		2,059	1,951		2,131

(In Thousands of Dollars)

PROJECT: Variable Housing Allowance - Enlisted

FY 1989	Actual	\$159,042
FY 1990	Estimate	157,444
FY 1991	Estimate	\$156,554

PART I - PURPOSE AND SCOPE

Funds required provide payment of Variable Housing Allowance (VHA) authorized under provisions of 37 U.S.C. 403a. A member entitled to BAQ under 37 U.S.C., Section 403 is entitled to a VHA under this subsection whenever assigned to duty in an area of the U.S. (including Alaska or Hawaii) which is considered a high cost housing area. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA payment if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

A projection of eligible personnel was developed from a relationship between actual VHA payments and actual BAQ payments at both the full with dependent rate and the full without dependent rate, adjusted for approved inflation.

Variable housing allowances are developed by multiplying the number of eligible enlisted by the average rate for each grade. A projection of eligible personnel is developed from the sum of personnel receiving a basic allowance for quarters at the full with-dependent rate and those receiving a basic allowance for quarters, at the full without-dependent rate. The entitlement includes a housing cost growth of 3.6% in FY90 and 3.3% in FY91.

Dollar impacts associated with these changes are summarized in the Schedule of Increases and Decreases

The computation of requirements is provided by the following table(s):

(Amount in Thousands of Dollars)

Variable Housing Allowance

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	2,870	1,473.74	4,229	2,799	1,581.24	4,426	2,730	1,634.64	4,463
Senior Master Sergeant	4,995	1,372.14	6,853	4,961	1,475.88	7,322	4,929	1,525.68	7,520
Master Sergeant	19,767	1,258.23	24,872	19,894	1,342.32	26,704	19,474	1,387.56	27,022
Technical Sergeant	27,143	1,078.29	29,268	26,939	1,130.28	30,449	26,595	1,168.44	31,075
Staff Sergeant	44,387	913.41	40,544	45,006	925.68	41,661	42,133	956.88	40,316
Sergeant	43,018	752.22	32,359	44,405	734.16	32,600	41,966	759.00	31,852
Airman First Class	19,456	671.40	13,063	18,125	661.44	11,989	17,689	683.76	12,095
Airman	3,390	691.71	2,345	2,557	654.72	1,674	2,582	676.80	1,748
Airman Basic	1,554	627.66	975	1,086	570.24	619	785	589.56	463
Enlisted Payback			\$4,534						
Total Variable Housing Allowance	166,578		159,042	165,772		157,444	158,884		156,554

(In Thousands of Dollars)

PROJECT: Station Allowances Overseas	FY 1989	Actual	\$319,404
	FY 1990	Estimate	314,977
	FY 1991	Estimate	\$277,352

PART I - PURPOSE AND SCOPE

Funds requested provide payment of a per diem allowance to enlisted personnel on duty outside the continental United States. The station allowances consider all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulations and authorized under the provisions of 37 U.S.C. 403 and 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The baseline used to compute Cost of Living and Overseas Housing Allowances (COLA and OHA) is based on the November 1989 rate of exchange/expenditure. The computation of requirements assumes the US dollar's value against other currencies remains level, in the absence of a foreign currency fluctuation account for the MPA.

Dollar amounts associated with the above adjustments are summarized in the Schedule of Increases and Decreases.

Details of the cost computation are provided in the following table:

(Amount in Thousands of Dollars)

Cost of Living

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	1,045	2,715	2,837	1,032	2,746	2,834	961	2,593	2,492
Senior Master Sergeant	2,145	2,607	5,592	2,139	2,659	5,688	2,009	2,511	5,044
Master Sergeant	8,668	2,461	21,332	8,665	2,456	21,281	8,203	2,319	19,022
Technical Sergeant	12,604	2,177	27,439	12,521	2,221	27,809	12,195	2,097	25,573
Staff Sergeant	24,836	1,882	46,741	25,121	1,903	47,805	23,552	1,797	42,323
Sergeant	28,284	1,448	40,955	28,217	1,453	40,999	26,388	1,372	36,204
Airman First Class	17,359	1,096	19,025	16,386	1,082	17,730	17,046	1,022	17,421
Airman	5,345	925	4,944	5,448	930	5,067	3,160	878	2,774
Airman Basic	616	771	475	683	756	516	277	714	197
Total Cost of living	100,902		169,340	100,212		169,729	93,790		151,080

(Amount in Thousands of Dollars)

Housing Allowance

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	388	3,360	1,304	363	3,243	1,177	340	2,858	971
Senior Master Sergeant	852	3,252	2,771	792	3,104	2,458	774	2,736	2,119
Master Sergeant	3,699	2,971	10,990	3,515	2,887	10,148	3,433	2,545	8,737
Technical Sergeant	5,827	2,858	16,654	5,584	2,788	15,568	5,527	2,457	13,580
Staff Sergeant	11,827	2,713	32,087	11,312	2,714	30,701	10,603	2,393	25,372
Sergeant	12,615	2,648	33,405	12,061	2,700	32,565	10,762	2,380	25,613
Airman First Class	5,612	2,870	16,106	5,041	2,881	14,523	5,185	2,540	13,171
Airman	856	3,147	2,694	828	3,330	2,757	513	2,935	1,504
Airman Basic	48	3,162	152	62	3,322	206	25	2,928	72
Subtotal Housing Allowance	41,724		116,163	39,558		110,103	37,161		91,139
Temporary Lodging Allowance	84,122		33,901	84,892		35,145	81,964		35,163
Total			\$319,404			\$314,977			\$277,352

(In Thousands of Dollars)

PROJECT: Clothing Allowances

FY 1989	Actual	396,472
FY 1990	Estimate	101,890
FY 1991	Estimate	\$126,575

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of U.S.C. 418. Included are:

- (1) Initial clothing allowance upon enlistment and civilian clothing allowance when authorized.
- (2) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service and the standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of continuous active duty. Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.
- (3) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties require additional items of individual uniform clothing.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Initial clothing allowances are based on programmed numbers by type of accession. The rates prescribed by the Secretary of Defense were used each Fiscal Year. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on FY 1989 experience.

Details of the cost computation are provided in the following tables

(Amount in Thousands of Dollars)

Clothing-Initial Allowance

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Military Clothing									
Civilian Life (Male)	34,124	\$600.45	\$20,490	27,819	\$687.55	\$19,127	26,640	\$861.39	\$22,948
Civilian Life (Female)	9,327	682.79	6,368	8,181	760.13	6,219	9,360	959.53	8,981
Officer Training School (M)	766	486.54	373	1,149	502.60	577	1,056	606.88	641
Officer Training School (F)	105	618.83	65	157	639.30	100	144	771.95	111
AF Academy Prep (Male)	189	457.93	87	215	473.04	102	215	571.20	123
AF Academy Prep (Female)	31	573.07	18	35	591.98	21	35	714.82	25
Subtotal			27,401			26,146			32,829
Less: Basic Military Training Attrition			2,199			2,138			1,803
Total			25,202			24,008			31,026
Civilian									
Winter & Summer	900	\$762.00	\$686	900	\$789.43	\$710	887	\$957.86	\$850
Winter or Summer	301	374.00	113	301	387.46	117	298	470.13	140
TDY	343	324.00	111	343	335.66	115	341	407.28	139
Special Continuing Dual	333	452.00	151	333	468.27	156	331	568.18	188
Special Continuing Single	15	231.00	3	15	239.32	4	15	290.37	4
Total	1,892		1,064	1,892		1,102	1,872		1,321
Total, Initial Issue			26,266			25,110			32,347

Clothing-Maintenance Allowance

	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Military Clothing									
Airmen(Male)	100,133	111.60	11,175	75,385	126.00	9,499	77,026	156.46	12,051
Airmen(Female)	20,288	129.60	2,629	16,548	144.00	2,383	16,908	202.97	3,432
Standard Maintenance Allowance									
Military Clothing (37th Month)									
Airmen(Male)	302,730	158.40	47,952	310,118	180.00	55,821	297,114	224.11	66,587
Airmen(Female)	39,545	187.20	7,403	39,114	205.20	8,026	37,474	291.77	10,934
Subtotal, Maintenance Allowance	462,696		69,159	441,165		75,729	428,522		93,004
Supplemental Maintenance Allowance									
	9,882	106.00	1,047	9,550	110.00	1,051	9,224	132.73	1,224
TOTAL Clothing Allowance			96,472			101,890			126,575

PROJECT: Family Separation Allowances - Enlisted

FY 1989	Actual	\$13,045
FY 1990	Estimate	13,265
FY 1991	Estimate	\$13,400

PART I - PURPOSE AND SCOPE

Funds provide Family Separation Allowance (FSA) payments, under the provisions of 37 U.S.C. 427, to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member is required to maintain two homes, one in CONUS for his family and one overseas and/or
- (2) When a member with dependents makes a permanent change of station or is on temporary duty travel for thirty days or more either in CONUS or overseas, and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost computation are provided in the following tables:

(Amount in Thousands of Dollars)

PCS overreals with dependents not authorized and maintains two homes

Grade	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Manyyears	Statutory Rate	Amount	Manyyears	Statutory Rate	Amount	Manyyears	Statutory Rate	Amount
Chief Master Sergeant	26	4,371.36	114	26	4,584.48	119	25	4,746.12	119
Senior Master Sergeant	67	4,026.60	270	67	4,214.76	282	66	4,363.32	288
Master Sergeant	312	3,437.16	1,072	312	3,597.36	1,122	311	3,724.20	1,158
Technical Sergeant	359	3,095.16	1,111	359	3,253.56	1,168	357	3,368.16	1,202
Staff Sergeant	435	2,856.60	1,243	435	3,002.16	1,306	433	3,107.88	1,346
Sergeant	217	2,485.80	539	217	2,613.96	567	216	2,706.00	584
Airman First Class	30	2,433.60	73	30	2,565.84	77	29	2,656.32	77
Airman	15	1,998.00	30	15	2,085.24	31	15	2,158.68	32
Airman Basic	2	1,785.60	4	2	1,852.32	4	2	1,917.60	4
Total	1,463		4,456	1,463		4,676	1,454		4,810
PCS CONUS or overreals with dependents not authorized	8,249	720.00	5,939	8,249	720.00	5,939	8,249	720.00	5,939
TDY CONUS or overreals for more than 30 days with dependents not residing near TDY station	3,680	720.00	2,650	3,680	720.00	2,650	3,682	720.00	2,651
Total Family Separation Allowance			\$13,045			\$13,265			\$13,400

(In Thousands of Dollars)

PROJECT: Separation Payments - Enlisted

	FY 1989	Actual
	FY 1990	Estimate
	FY 1991	Estimate
		\$48,318
		\$9,355
		\$81,604

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

- (1) Lump sum terminal leave payments for unused accrued leave at time of discharge, reenlistment or death under provisions of 37 U.S.C. 501; and
- (2) Severance pay to members separated for physical disability under provisions of 10 U.S.C. 1212; and
- (3) Donations for discharge under certain conditions under the provisions of 10 U.S.C. 1048.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump Sum Terminal Leave (LSTL) is accrued leave paid to a member upon retirement or separation. Members reenlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and \$70 per day to all members for subsistence. For leave accumulated after September 1, 1976, to include lowering of the leave balance earned as of September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than twelve.

Details of the cost computation are provided in the following table:

(Amount in Thousands of Dollars)

Lump Sum Terminal Leave Payments

Grade	FY 1989 Actual				FY 1990 Estimate				FY 1991 Estimate			
	Number	Average Rate	Days	Amount	Number	Average Rate	Days	Amount	Number	Average Rate	Days	Amount
Chief Master Sergeant	779	962.99	11.9	750	762	988.99	11.9	754	761	1,023.86	11.9	779
Senior Master Sergeant	1,561	873.64	12.9	1,364	1,700	897.23	12.9	1,525	1,679	928.88	12.9	1,560
Master Sergeant	5,622	935.76	16.2	5,261	4,814	961.03	16.2	4,626	4,868	994.92	16.2	4,844
Technical Sergeant	5,726	1,070.41	21.9	6,129	4,982	1,099.31	21.9	5,477	5,178	1,138.07	21.9	5,893
Staff Sergeant	10,124	994.12	24.1	10,064	17,107	1,020.96	24.1	17,465	10,513	1,056.97	24.1	11,112
Sergeant	19,847	686.27	20.4	13,620	24,762	704.80	20.4	17,452	20,060	729.66	20.4	14,637
Airman First Class	5,045	516.17	17.2	2,604	5,941	530.10	17.2	3,149	4,862	548.80	17.2	2,668
Airman	2,079	415.86	16.0	865	3,853	427.09	16.0	1,646	5,430	442.16	16.0	2,401
Airman Basic	3,624	235.89	9.7	855	1,521	242.25	9.7	368	2,501	250.80	9.7	627
Subtotal	54,407			41,512	65,442			52,462	55,854			44,521
Severance Pay (Disability)	576	11,817		6,806	568	12,136		6,893	565	12,536		7,083
Total Separation Payments	54,983			48,318	66,010			59,355	56,419			51,604

(In Thousands of Dollars)

PROJECT: Social Security Tax - Employer's Contribution

FY 1989	Actual	\$565,433
FY 1990	Estimate	620,743
FY 1991	Estimate	\$599,749

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101 and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social Security costs are computed by determining the average numbers of personnel paid by grade and longevity pay step, computing the total amount paid in each pay step, and applying the proper FICA rate within the total annual limit on taxable income for a calendar year, adjusted for approved pay raises.

P.L. 92-216 and P.L. 98-21, dated 20 April 1983, establishes the tax rate while the maximum taxable income, CY 89 7.51%, CY 90 7.65%, CY 91 7.65%. The FICA computations are based on basic pay and the percentage rate set by law for a given calendar year.

The computations of FICA requirements are based on basic pay and are provided by the following table:

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Enlisted	467,693	1,041	486,977	451,009	1,114	502,287	436,233	1,155	503,751
Wage Credit			78,706			118,706			96,248
Less: Fines & Forfeitures			250			250			250
Total			\$565,433			\$620,743			\$599,749
Program Adjustment									
Adjustment to Enlisted Program to be consistent with final reported obligations			- 13,000						

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

3. Pay and Allowances of Officers		<u>Amount</u>
FY 1990 Direct Program		\$36,871
Increases		
Pay Raise effective 1 January 1990	896	
Annualization of 1 January 1990 Pay raise	307	
FICA rate change	41	
Operational rationals	13	
Total Increases		1,257
FY 1991 Direct Program		\$38,128

(In Thousands of Dollars)

PROJECT: Academy Cadets

FY 1989 Actual
FY 1990 Estimate
FY 1991 Estimate

\$ 35,703
36,871
\$ 38,128

PART I - PURPOSE AND SCOPE

The funds requested are (a) for basic pay, commuted rations allowance, and employer's share of FICA tax for cadets appointed to the United States Air Force Academy, under the provisions of 37 USC 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance and the cost of operational rations.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by applying statutory rates to the projected manyears. The FY 1990 and FY 1991 programs are based on a beginning and end strength of 4,417 and workyears of 4,380. The operational rations program funds required in specialized summer programs: basic cadet training field exercises, survival training for upper classes and the cadet flying program. The FY 1989 4.3% overall pay raise and the programmed 3.6% and 3.5% pay raises in FY 1990 and FY 1991, respectively, have been included in the requirements.

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Basic Pay	4,327	\$6,322.16	\$27,356	4,380	\$6,469.86	\$28,338	4,380	\$6,698.16	\$29,338
Subsistence									
a) Subsistence Allowance		1,387.00	6,002		1,387.00	6,075		1,387.00	6,075
b) Operational Rations	329	880.27	290	329	911.08	300	333	939.32	313
Subsistence TOTAL			\$6,292			\$6,375			\$6,388
Social Security Tax - Employer's Contribution			\$2,055			\$2,158			\$2,402
Total Academy Cadets			\$35,703			\$36,871			\$38,128

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

4. <u>Subsistence of Retired Personnel</u>		Amount
FY 1990 Direct Program		\$895,999
<u>Increases</u>		
Basic Allowance for Subsistence (BAS)		
- The increased BAS requirement is due to the annualization of 1 January 1990 pay raise (3.6%) plus a 3.5% pay raise effective 1 January 1991.		+ 28,942
Total Increases		+ 28,942
<u>Decreases</u>		
Basic Allowance for Subsistence (BAS)		
- Reduction of BAS manyears resulted in decreased dollar requirements		- 27,147
Subsistence-In-Kind (SIK)		
- SIK requirements decreased due to transfer to Operation and Maintenance Appropriation.		- 59,500
Total Decreases		- 86,647
FY 1991 Direct Program		\$838,234

(In Thousands of Dollars)

PROJECT: Basic Allowance for Subsistence

FY 1989	Actual	8819,444
FY 1990	Estimate	833,432
FY 1991	Estimate	838,234

PART I - PURPOSE AND SCOPE

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 U.S.C. 402. Included are allowances when (1) individual is authorized to mess separately; (2) individual is in leave status; (3) Rations-In-Kind are not available; (4) individual is assigned under emergency conditions where government messing facilities are not available; and (5) augmentation of subsistence allowance for meals taken separately is authorized (P.L. 93-841th Congress).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 84% of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

BAS rates are predicated on the same percentage increase as the pay raise for military personnel. An overall 4.1% pay raise, effective 1 January 1989, has been included in the FY 1989 rates making authorized to Mess Separately and Leave Rations daily rate \$5.64 and Rations-In-Kind not available \$6.38. FY 1990 and FY 1991 rates are based on the FY 1989 annualized overall pay raise of 4.1%, the FY 1990 pay raise of 3.6% and the FY 1991 pay raise 3.5%, each effective 1 January.

The FY 1990 requirements increased as a result of pay raise (+ \$30,184) offset by decreased manyears (-\$16,196).

SUMMARY OF PROJECT REQUIREMENTS

	FY 1989 Actual	FY 1990 Estimate	FY 1991 Estimate
(a) When authorized to mess separately	\$ 686,386	\$ 698,145	\$ 702,223
(b) Leave rations	73,512	74,773	75,208
(c) When rations in kind not available	59,191	60,159	60,448
(d) Augmentation of commuted rations allowance	355	355	355
Total Basic Allowance for Subsistence	\$ 819,444	\$ 833,432	\$ 838,234

(Amount in Thousands of Dollars)

Basic Allowance for Subsistence

	FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
(a) When authorized to mess separately	333,155	\$2,060.26	\$686,386	326,567	\$2,137.83	\$698,145	317,105	\$2,214.48	\$702,223
(b) Leave rations	35,681	2,060.26	73,512	34,976	2,137.83	74,773	33,962	2,214.48	75,208
(c) When rations in kind not available	25,430	2,327.60	59,191	24,927	2,413.39	60,159	24,205	2,497.34	60,448
(d) Augmentation of commuted rations allowance for meals taken separately			355			355			355
Total Basic Allowance for Subsistence	394,266		\$819,444	386,470		\$833,432	375,272		\$838,234

(In Thousands of Dollars)

PROJECT: Subsistence-in-Kind

FY 1989	Actual	\$117,943
FY 1990	Estimate	117,779
FY 1991	Estimate	\$3,555

PAKI I - PURPOSE AND SCOPE

Funds provide for subsistence-in-kind furnished active duty enlisted personnel when they do not receive an allowance for subsistence. Funds requested also include (1) special rations; (2) operational rations; (3) augmentation rations; (4) testing of new food items; and (5) the payment for meals furnished under contract at commercial facilities where the payment of the commuted ration would create an individual hardship or the costs of establishment of a government mess facility are prohibitive.

PAKI II - JUSTIFICATION OF FUNDS REQUESTED

The SIK program transferred from Military Personnel Appropriation to Operation and Maintenance Appropriation in FY 1991.

The requirement is based on the number of rations to be furnished enlisted personnel entitled to be subsisted at government expense. The total average enlisted strength is based on the USAF military personnel program, and the distribution of personnel by category is projected based upon actual experience.

The daily ration rates for FY 1989 were \$3.84 in CONUS and \$4.19 Overseas. FY 1990 program contains inflation over FY 1989 which results in ration rates of \$3.97 CONUS/\$4.31 Overseas.

The total SIK requirement increased in FY 1990 due to increased rates (+ \$1,832), and increased costs for special and operational rations (+ \$4,853). Increase are offset by many year reduction (-\$7,141), and decreased augmentation rations (-\$367).

The FY 1991 SIK program transfers to the Operation and Maintenance Appropriation.

Details of the fund computations are provided on the following tables:

SUMMARY OF PROJECT REQUIREMENTS

	FY 1989	FY 1990	FY 1991
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
Subsistence-in-measures	\$ 54,181	\$ 49,484	\$-0-
Special rations	3,691	4,470	-0-
Operational rations	2,790	6,552	-0-
Augmentation rations	2,265	1,965	-0-
Other programs	55,016	55,308	3,555
Total subsistence-in-kind	\$117,943	\$117,779	\$3,555

Personnel Statistics

<u>FY 1989 Actual</u>	<u>FY 1990 Estimate</u>	<u>FY 1991 Estimate</u>
467,694	451,009	436,253
394,266	386,470	375,272
1,789	2,103	0
688	688	0
396,743	389,261	375,272
70,951	61,748	
1,766	1,766	0
(1,220)	(1,220)	0
71,497	62,294	0

Distribution of Total Entitled to be Subsidized in Messes

<u>Gross Number</u>	<u>Percent Absent</u>	<u>Net Number</u>	<u>Gross Number</u>	<u>Percent Absent</u>	<u>Net Number</u>	<u>Gross Number</u>	<u>Percent Absent</u>	<u>Net Number</u>
38,186	49.6%	19,246	28,261	49.0%	14,413			
1,173	0	1,173	1,173	0	1,173			
31,545	48.9%	16,119	32,267	49.0%	16,456			
593	0	593	593	0	593			
71,497	0	37,131	62,294	0	32,635			

(Amount in Thousands of Dollars)

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate					
	Number	Rate		Number	Rate		Number	Rate				
		Daily	Annual		Amount	Daily		Annual	Amount	Daily	Annual	Amount
(2) Subsistence-in-Kind (Cont'd)												
(a) Subsistence in Messes												
(1) CONUS												
Air Force	19,246	3.84	1,401.60	\$26,975	14,413	3.97	1,449.05	\$20,885	0	0	0.00	\$0
Others	1,173	3.84	1,401.60	1,644	1,173	3.97	1,449.05	1,700	0	0	0.00	0
(2) Overseas												
Air Force	16,119	4.19	1,529.35	\$24,652	16,456	4.31	1,573.15	\$25,888	0	0	0.00	\$0
Others	593	4.19	1,529.35	907	593	4.31	1,573.15	933	0	0	0.00	0
Total SIK	37,131			54,178	32,635			49,406	0			0
(b) Special Rations												
(1) CONUS	1,279		1,916.25	2,451	1,535		1,981.95	3,042	0		0.00	0
(2) Overseas	510		2,430.90	1,240	568		2,514.85	1,428	0		0.00	0
Total Special Rations	1,789			\$3,691	2,103			\$4,470	0		0	\$0
(c) Operational Rations												
(1) Meals, Ready-to-eat (cases)	55,194	44.67	\$2,466			55,194	46.23	\$2,552	0		0.00	\$0
(2) B Rations (meals)	32,489	1.99	65			32,849	2.06	68	0		0.00	0
(3) Trry Packs (meals)	58,544	2.77	162			58,544	2.87	168	0		0.00	0
(4) Food Packets (each) General Purpose	1,440	1.87	3			15,744	1.94	31	0		0.00	0
(5) Cc.L. Weather Rations (cases)						517	72.45	37				0
(6) Rotation of Operational Rations (meals)			97					3,774				0
Total Operational Rations			\$2,793					\$6,630				\$0

Subsistence-in-Kind (Cont'd)

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Quantity	Rate	Amount	Quantity	Rate	Amount	Quantity	Rate	Amount
<u>(d) Augmentation Rations</u>									
(1) Supplemental Allowance	5,370	\$232.61	1,249	4,107	\$240.75	\$989	0	\$0.00	\$0
(2) Missile Crew Feeding	1,057	232.61	246	923	240.75	222	0	0.00	0
(3) Combat Alert Feeding	1,764	232.61	410	1,583	240.75	381	0	0.00	0
(4) Medical	7,400	48.65	360	7,400	50.35	373	0	0.00	0
Total Augmentation Rations			\$2,265			\$1,965			\$0
<u>(e) Other Programs</u>									
(1) New Food Item Program			\$36			\$36			\$0
(2) Sale of Meals - Bulk SIK			54,980			55,272			3,555
Total Other Programs			\$55,016			\$55,308			\$3,555
Total Subsistence-in-Kind			117,943			117,779			3,555
Basic Allowance for Subsistence			819,444			833,432			838,234
Total Obligations			937,387			951,211			841,789
Less Reimbursable Obligations			(54,980)			(55,272)			(3,555)
Total Direct Obligations			\$882,407			\$895,939			\$838,234

SCHEDULE OF INCREASES AND DECREASES (In Thousands of Dollars)

5. Permanent Change of Station Travel

FY 1990 Direct Program		\$741,468
<u>Increases</u>		
Move/Program Changes		+ 64,382
Inflation		+ 24,204
Industrial Fund Activities	\$,432	
Commercial Air Passengers	1,046	
Trailer Allowances	102	
ICC Household Goods	12,683	
International Household Goods	4,574	
Nontemporary Storage	367	
DMR Initiative		+ 20,300
The PCS program has increased in cost as a result of the Defense Management Report Decision initiatives. As a result, \$20,300 identified in the AF DMR Acquisition and Management Proposal is added to the FY 1991 Budget.		
Payraise (Annualized FY 1990 3.6%; FY 1991 3.5%)		+ 2,637
Fuel		+ 1,027
Total Increases		+ \$112,580
<u>Decreases</u>		
Temporary Lodging Expense		- 1,315
Reimbursement Change		- 195
Total Decreases		- \$1,510
FY 1991 Direct Program		\$852,508

PURPOSE AND SCOPE

For expenses incident to permanent change of station travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowance in lieu of transportation; transportation by common carrier (rail, bus, air or water, including Military Airlift Command (MAC) and Military Sealift Command (MSC)); per diem allowances; actual and necessary expenses and cost of subsistence while in a travel status; issue of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods, port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Military Traffic Management Command (MTMC) terminals; payments authorized for transportation of dependents and personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of nontemporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on permanent change of station whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. Also included is all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units. Excludes TDY travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account are charged to the same subprogram account cited in the PCS travel order of the military member. The only exception is the cost of contract commercial storage of household goods on a nontemporary basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

POLICY AND/OR PRICE CHANGES

1. Policy Changes

In FY 1988 the Air Force took extreme measures to reduce operational and rotational PCS move requirements to help offset a funding shortfall in other areas in the Military Personnel Appropriation. We maintained a CONUS manning floor of 85%--No CONUS to CONUS operational move will be made until the gaining unit manning drops below 85 percent; and a 90% Overseas manning floor--No CONUS to overseas rotational move will be made until the unit manning drops below 90 percent. These were established as temporary measures for FY 1988 as they create manning gaps and skill level imbalances.

In FY 1989, the Air Force, still confronted by severe budget constraints, continued application of the 85% CONUS manning floor and the 90% Overseas manning floor. Increased household good weight allowances are included in rates beginning 1 July 1989.

In FY 1990 the Air Force faced serious shortfalls within the MPA. Among other things the solution involved increased early release offers and an overall realignment of the PCS program. The impact was increased separation moves, decreased operational/rotational moves and reduced manning floor to 80% in the CONUS and 85% Overseas. Short tour manning floors were also lowered to 90%. Compounding the problem were the new entitlement of double dislocation allowance and equitable per diem for enlisted members which were authorized but not funded by Congress.

Continuation of these actions in FY 1991 will seriously jeopardize Air Force ability to meet global commitments and provide equitable treatment for our people. In order to correct both skill and manning level imbalances the Air Force must return to a "normal" number of operational/rotational moves. At the same time separation moves will decrease assuming the Air Force will not be forced to offer extensive early releases again. The total number of moves will not change significantly between FY 1990 and FY 1991 because of the Cost variance between separation moves (much cheaper) and operational/rotational moves.

2. Price Changes

FY 1990 and FY 1991 international household goods shipments, land shipments, commercial air travel and trailer movements increased by 3.6% and 4.0%, respectively; nontemporary storage increased by 1.8% and 1.65% respectively. FY 1990 and FY 1991 industrial fund rate adjustments are included. Funding estimates are included for increased household goods weight allowances, beginning 1 July 1989.

FY 1989, FY 1990 and FY 1991 pay raise (BAQ) amounts are 7%, 3.6% and 3.5%, respectively and are effective 1 January each year.

(Amount in Thousands of Dollars)

PERMANENT CHANGE OF STATION TRAVEL
SUMMARY OF PROJECT REQUIREMENT MOVES

	FY 1989 Actual		FY 1990 Estimate		FY 1991 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	55,079	49,402	45,236	41,448	46,167	45,910
Training Travel	15,804	41,676	13,974	43,985	17,881	55,380
Operational Travel Between Duty Stations	22,450	105,820	14,395	77,370	19,305	110,312
Rotational Travel To and From Overseas	85,581	482,902	67,657	425,202	76,370	500,234
Separation Travel	59,636	87,708	70,125	107,400	60,206	96,643
Travel of Organized Units	644	2,658	1,069	5,249	730	3,869
Nontemporary Storage		24,623		21,442		22,298
Temporary Lodging Expense		21,368		20,915		19,600
Total Obligations	239,194	816,157	212,456	743,011	220,659	854,246
Less Reimbursements		(1,587)		(1,543)		(1,738)
Total Direct Program		814,570		741,468		852,508

(Amount in Thousands of Dollars)

SUMMARY OF REQUIREMENTS BY TYPES OF COSTS

	FY 1989 Actual		FY 1990 Estimate		FY 1991 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Travel of Military Member						
Mileage and Per Diem	239,194	103,927	212,456	87,804	220,659	95,273
MAC	79,010	32,917	63,476	27,204	70,462	31,463
Commercial Air	26,610	13,478	23,083	12,112	23,620	12,873
Travel of Dependents (family)						
Mileage and Per Diem	141,871	48,213	126,010	40,060	131,655	44,407
MAC	76,187	29,974	61,065	24,809	68,171	28,734
Commercial Air	27,092	13,720	22,070	11,579	24,348	13,271
Transportation of Household Goods						
M Tons - MSC	457,667			408,809		477,651
S Tons - MAC	81,782	6,812	67,411	5,320	73,656	6,356
Other Shipments	25,099	38,328	20,774	33,272	22,629	38,783
(a) Land Shipment, CONUS and Overseas						
(b) ITGBL						
Dislocation Allowance	93,904	300,478	76,740	270,452	85,652	320,277
Trailer Allowance	53,154	112,049	43,294	99,765	47,170	112,235
Transportation of POVs	97,221	37,984	75,073	61,393	88,371	77,433
Port Handling Charges	1,504	2,565	1,231	2,126	1,376	2,496
Nontemporary Storage	26,102	24,653	21,191	20,826	23,411	23,356
Temporary Lodging Expense		5,068		3,932		5,391
		24,623		21,442		22,298
		21,368		20,915		19,600
Total Obligations		816,157		743,011		854,246
Less: Reimburse		(1,587)		(1,543)		(1,738)
Total Direct Program		814,570		741,468		852,508

(In Thousands of Dollars)

	FY 1989	Actual	\$49,993
	FY 1990	Estimate	41,913
	FY 1991	Estimate	\$46,421

PROJECT: Accession Travel

PART I - PURPOSE AND SCOPE

Funds provide for the following:

Officers - Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies, Reserve, ROTC, and National Guard officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school, of twenty weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Training School).

Enlisted - Covers PCS movements of (1) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more duration.

Cadets - Covers PCS movements of (1) individuals selected as Air Force Academy Cadets upon entry into the Academy and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover PCS movements of members entering on active duty. The PCS requirements for accession travel are based upon officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths and separation/retirements from the Air Force; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include Academy Graduates, Air Force Reserve Officer Training Corps (ROTC), Medical Officers, Reserve Officers and Officer Training School (OTS) graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and Officer Training School (OTS).

Changes between FY 1989, FY 1990 and FY 1991 reflect timing and quantity of accessions associated with manyear and strength adjustments contained in the appropriation.

Average rates are based upon statistical data, ratios and percentages derived from actual accession PCS move costs during a given accounting period. The number of accession moves (officer, enlisted and cadet) times the appropriate rates for each element of expense (e.g, military member, dependents, household goods, etc.) results in the estimated funding required.

The number of moves and the associated fiscal year requirements are shown in the tables on the following pages. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

Officer Accession Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	7,530	\$410.49	\$3,091	5,498	\$412.33	\$2,267	6,814	\$414.44	\$2,824
(2) Dependent Travel	3,178	\$386.72	1,229	2,321	\$388.19	901	2,876	\$389.43	1,120
(3) Transportation of Household Goods									
(a) Land & ITGBL	5,495	\$1,827.48	10,042	4,012	\$2,125.12	8,526	4,972	\$2,281.38	11,343
(b) Overseas			204			159			206
(4) Dislocation Allowance	540	\$346.30	187	267	\$722.85	193	444	\$779.28	346
(5) Trailer Allowance	27	\$1,145.29	31	19	\$1,210.53	23	24	\$1,225.68	29
(6) POV									
(a) MSC	293	\$635.35	186	214	\$663.55	142	265	\$671.45	178
(b) Port Handling	293	\$114.07	33	214	\$107.48	23	265	\$135.05	36
(7) Port Handling (HHGs)(M Tons)	603	\$19.79	12	440	\$18.18	8	546	\$23.42	13
Subtotal	7,530		\$15,015	5,498		\$12,242	6,814		\$16,095

(Amount in Thousands of Dollars)

Enlisted Accession Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	46,157	\$487.71	\$22,511	38,181	\$497.39	\$18,991	37,900	\$503.30	\$19,075
(2) Dependent Travel	8,124	\$175.53	1,426	6,720	\$178.42	1,199	6,671	\$179.58	1,198
(3) Transportation of Household Goods									
(a) Land & ITGIBL	5,587	\$1,666.19	9,309	4,622	\$1,722.85	7,963	4,588	\$1,846.99	8,474
(b) Overseas			476			419			438
(4) Trailer Allowance	21	\$1,352.53	28	18	\$1,388.89	25	18	\$1,447.46	26
(5) POV									
(a) MSC	501	\$622.48	312	414	\$649.76	269	411	\$657.85	270
(b) Port Handling	501	\$97.46	49	414	\$91.79	38	411	\$115.38	47
(6) Port Handling (HHGs)(M Tons)	1,000	\$20.39	20	828	\$19.32	16	821	\$24.14	20
Subtotal	46,157		\$34,131	38,181		\$28,920	37,900		\$29,548
Cadet Accession Travel									
(1) Member Travel	1,392	\$183.55	256	1,557	\$183.55	286	1,453	183.55	267
(a) Mileage and Per Diem									
Total Accession Travel	55,079		\$49,402	45,236		\$41,488	46,167		\$45,910

(In Thousands of Dollars)

PROJECT: Training Travel

	FY 1989	Actual	
	FY 1990	Estimate	\$42,497
	FY 1991	Estimate	45,346
			\$56,262

PART I - PURPOSE AND SCOPE

Funds provide for the CONUS PCS movements of:

- (1) officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; and (2) officer and enlisted school graduates and clinicians from school to their next permanent CONUS duty station (excludes Academy graduates, OTS graduates, flying training graduates, ROTC graduates and others chargeable as accession travel); and (3) enlisted personnel ordered to training leading to a commission.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs which generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War and Industrial Colleges, Medical Training, Air Force Institute of Technology) and undergraduate pilot and navigator training.

The FY 1990 to 1991 increase is a result of additional training required due to force structure changes. Without additional training, skill imbalances will worsen. Inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required. The number of moves and fiscal year requirements are shown on the following page. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

Officer Training Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel									
(a) Mileage and Per Diem	7,407	\$440.66	3,264	6,494	\$453.80	2,947	7,703	\$436.58	3,363
(2) Dependent Travel									
(b) Mileage (family)	4,670	\$446.25	2,084	4,176	\$451.87	1,887	4,821	\$444.31	2,142
(3) Transportation of Household Goods	7,407	\$2,829.22	20,956	6,494	\$3,206.34	20,822	7,703	\$3,278.85	25,257
(4) Dislocation Allowance	6,654	\$429.22	2,856	5,831	\$925.91	5,399	6,918	\$954.03	6,600
(5) Trailer Allowance	30	\$1,366.67	41	21	\$1,428.57	30	33	\$1,424.24	47
Subtotal	7,407		\$29,201	6,494		\$31,085	7,703		\$37,409

(Amount in Thousands of Dollars)

Enlisted Training Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel									
(a) Mileage and Per Diem	8,397	\$309.28	2,597	7,480	\$312.97	2,341	10,178	\$315.78	3,214
(2) Dependent Travel									
(b) Mileage (family)	3,512	\$304.67	1,070	3,155	\$317.91	1,003	4,208	\$298.72	1,257
(3) Transportation of Household Goods	2,600	\$2,870.00	7,462	2,348	\$3,017.46	7,085	3,092	\$3,208.60	9,921
(4) Dislocation Allowance	3,949	\$328.69	1,298	3,550	\$683.66	2,427	4,727	\$744.02	3,517
(5) Trailer Allowance	25	\$1,920.00	48	22	\$2,000.00	44	30	\$2,066.67	62
Subtotal	8,397		12,475	7,480		12,900	10,178		17,971
Total Training Travel	15,804		\$41,676	13,974		\$43,985	17,881		\$55,380

(In Thousands of Dollars)

PROJECT: Operational Travel Between Duty Stations

	FY 1989	Actual	
	FY 1990	Estimate	\$107,134
	FY 1991	Estimate	78,231
			\$111,431

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) officers and enlisted personnel to and from permanent duty stations located within the United States; (2) officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned, missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for operational travel cover PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the CONUS and (2) within overseas areas. Operational moves are predicated upon the approved Air Force force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian reassignments. The estimates include actions taken by the Air Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Air Force mission (manning floor, minimum CONUS tour lengths, do-it-yourself move program, maximum use of "no cost" moves).

Air Force operational PCS funding has been suppressed since FY 1986, causing the Air Force to adopt numerous internal initiatives to reduce expenditures. The most significant measure in FY 1990 is the further decrease of manning floors to 80% CONUS and 85% overseas. No move will be initiated until manning in the gaining unit falls below the appropriate floor threshold. While these measures were intended to be of a short-term nature, continued reduced budget authority has precluded the Air Force from correcting the problems they created. Total operational moves decline by 35% between FY 1989 and FY 1990, and increase by 30% between FY 1990 and FY 1991. The cumulative effect of these measures necessitates an injection of resources to restore mission responsiveness to the Air Force PCS program. Without such funding, problems such as manning and skill imbalances will worsen. Payraise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS operational move costs. The number of officer and enlisted operational moves and associated numbers for each element of expense (e.g., military member, dependent, household goods, etc.) times the average rate results in the estimated funding required. The number of moves and the associated fiscal year requirements are shown on the following page. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

Operational Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
(1) Member Travel									
(a) Mileage and Per Diem	9,858	\$597.54	5,891	6,259	\$597.54	3,740	8,386	\$597.54	5,011
(2) Dependent Travel									
(b) Mileage (family)	8,344	\$495.29	4,133	5,298	\$495.29	2,624	7,098	\$495.29	3,516
(3) Transportation of Household Goods	9,858	\$4,635.76	45,699	6,259	\$4,932.15	30,870	8,386	\$5,303.83	44,478
(4) Dislocation Allowance	9,158	\$518.34	4,747	5,815	\$1,082.72	6,296	7,791	\$1,164.81	9,075
(5) Trailer Allowance	99	\$1,270.08	126	63	\$1,315.80	83	84	\$1,359.22	114
Subtotal	9,858		60,596	6,259		43,613	8,386		62,194

Enlisted Operational Travel

(1) Member Travel									
(a) Mileage and Per Diem	12,592	\$414.71	5,222	8,136	\$420.85	3,424	10,919	\$422.20	4,610
(2) Dependent Travel									
(b) Mileage (family)	10,244	\$346.90	3,554	6,619	\$352.05	2,330	8,883	\$353.20	3,137
(3) Transportation of Household Goods	12,592	\$2,556.84	32,196	8,136	\$2,830.21	23,027	10,919	\$3,043.50	33,232
(4) Dislocation Allowance	11,192	\$279.57	3,129	7,232	\$584.07	4,224	9,705	\$628.34	6,098
(5) Trailer Allowance	605	\$1,856.78	1,123	391	\$1,923.62	752	524	\$1,987.10	1,041
Subtotal	12,592		45,224	8,136		33,757	10,919		48,118
Total Operational Travel	22,450		\$105,820	14,395		\$77,370	19,305		\$110,312

(In Thousands of Dollars)

PROJECT: Rotational Travel to and from Overseas

	FY 1989	Actual	
	FY 1990	Estimate	\$499,327
	FY 1991	Estimate	438,381
			\$514,702

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned, missing or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for rotational travel cover PCS of officers and enlisted personnel to and from overseas duty assignments in accordance with policies approved by the Office of the Secretary of Defense for overseas tours. Rotational moves are determined by (1) overseas strength by the various prescribed accompanied and unaccompanied tour lengths (e.g., 36 months, 24 months, 12 months, etc.); (2) average months actually served by tour length; and (3) subtraction of overseas accession/separation moves. The estimates have been significantly reduced by implementation of Air Force PCS initiatives (e.g., homebased program, allowing dependents to remain in base housing, increasing sequential assignments and voluntary overseas tour extension programs, etc.). The only method of adjusting this move category without an adjustment in overseas strengths is to require personnel to serve longer than the prescribed tour length. In the case of the Air Force such an adjustment might severely damage morale without producing an overall reduction in overseas moves. This is because Air Force personnel, primarily as a result of Air Force PCS initiatives, are already averaging tour lengths much longer than prescribed. The cost estimates associated with this move category are based on the longer than prescribed tour length experience.

Like operational moves, Air Force rotational PCS funding has been suppressed since FY 1986, causing the Air Force to adopt numerous internal initiatives to reduce expenditures. The most significant measure in FY 1990 is the further decrease of manning floors to 80% CONUS and 85% overseas. No move will be initiated until manning in the gaining unit falls below the appropriate floor threshold. While these measures were intended to be of a short-term nature, continued reduced budget authority has precluded the Air Force from correcting the problems they created. Total rotational moves decline by 21% between FY 1989 and FY 1990, and increase by 13% between FY 1990 and FY 1991. The cumulative effect of these measures necessitates an injection of resources to restore mission responsiveness to the Air Force PCS program. Without such funding, problems such as manning and skill imbalances will worsen. Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS rotational move costs. The number of officer and enlisted rotational moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated funding required. The number of moves and fiscal year requirements are shown on the following pages. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

Officer Rotational Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	11,630	\$1,208.51	\$14,055	9,001	\$1,226.09	\$11,036	10,353	\$1,246.11	\$12,901
(2) Dependent Travel	8,911	\$1,855.12	16,531	6,897	\$1,882.99	12,987	7,932	\$1,915.03	15,190
(3) Transportation of Household Goods									
(a) Land & ITGBL	14,471	\$3,365.49	48,702	11,200	\$3,587.05	40,175	12,882	\$3,801.43	48,970
(b) Overseas			10,412			8,585			10,340
(4) Dislocation Allowance	10,464	\$477.92	5,001	8,099	\$998.27	8,085	9,314	\$1,073.76	10,001
(5) Trailer Allowance	141	\$2,292.32	323	109	\$2,376.15	259	125	\$2,453.21	307
(6) POV									
(a) MSC	4,885	\$1,217.94	5,950	3,780	\$1,273.28	4,813	4,348	\$1,287.15	5,597
(b) Port Handling (M Tons)	4,885	\$197.14	963	3,780	\$187.57	709	4,348	\$233.39	1,015
(7) Port Handling (HHGS) (M Tons)	18,470	\$31.77	587	14,294	\$30.22	432	16,442	\$37.61	618
Subtotal	11,630		\$102,524	9,001		\$87,081	10,353		\$104,939

(Amount in Thousands of Dollars)

Enlisted Rotational Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	73,951	\$1,054.01	\$77,945	58,656	\$1,077.59	\$63,207	66,017	\$1,096.04	\$72,357
(2) Dependent Travel	52,775	\$1,004.00	52,986	41,859	\$1,031.25	43,167	47,113	\$1,057.52	49,823
(3) Transportation of Household Goods									
(a) Land & ITGBL	72,276	\$2,447.08	176,865	57,328	\$2,691.76	154,313	63,619	\$2,840.38	180,702
(b) Overseas			31,899			26,885			31,812
(4) Dislocation Allowance	54,773	\$375.90	20,589	43,443	\$785.28	34,115	48,896	\$844.73	41,304
(5) Trailer Allowance	172	\$1,711.50	294	136	\$1,772.06	241	153	\$1,831.62	280
(6) POV									
(a) MSC	18,791	\$895.30	16,824	14,904	\$935.86	13,948	16,775	\$946.17	15,872
(b) Port Handling (M Tons)	18,791	\$112.51	2,114	14,904	\$107.02	1,595	16,775	\$133.20	2,234
(7) Port Handling (HHGS) (M Tons)	53,200	\$16.21	862	42,197	\$15.40	650	47,493	\$19.19	911
Subtotal	73,951		\$380,378	58,656		\$338,121	66,017		\$395,295
Total Rotational Travel	85,581		482,902	67,657		425,202	76,370		500,234

(In Thousands of Dollars)

PROJECT: Separation Travel

FY 1989	Actual	\$ 93,095
FY 1990	Estimate	113,547
FY 1991	Estimate	\$101,846

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) officers and enlisted personnel upon release or separation from the Air Force from last permanent duty station to home of record or point of entry into the service or to home of selection when authorized by law; (2) dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased; and (3) eliminated Air Force Academy cadets to home of record or point of entry into the service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc.

Total estimated separation moves increase by 10,489 between FY 1989 and FY 1990, and decline by 9,819 between FY 1990 and FY 1991, reflecting forecasted Air Force personnel changes. Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios, and percentages derived from actual officer, enlisted and cadet separation PCS move costs. The number of separation moves (officer, enlisted and cadets) and associated numbers for each element of expense (e.g., military member, dependent, household goods, etc.) times the appropriate rates for each category results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

Officer Separation Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	8,959	\$214.42	\$1,921	8,905	\$215.38	\$1,918	8,350	\$216.53	\$1,808
(2) Dependent Travel	7,217	\$371.35	2,680	7,162	\$373.50	2,675	6,718	\$376.00	2,526
(3) Transportation of Household Goods									
(a) Land & ITGBL	4,966	\$3,284.13	16,309	4,937	\$3,544.06	17,497	4,629	\$3,791.96	17,553
(b) Overseas			657			677			673
(4) Trailer Allowance	35	\$1,799.74	63	34	\$1,852.94	63	32	\$1,926.06	62
(5) POV									
(a) MSC	501	\$903.58	453	498	\$943.78	470	467	\$954.92	446
(b) Port Handling (M Tons)	501	\$164.21	82	498	\$156.63	78	467	\$194.40	91
(6) Port Handling (HHGS) (M Tons)	3,255	\$27.87	91	3,236	\$26.58	86	3,034	\$32.99	100
Subtotal	8,959		\$22,256	8,905		\$23,464	8,350		\$23,259

(Amount in Thousands of Dollars)

Enlisted Separation Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	50,182	\$258.28	\$12,961	60,719	\$265.60	\$16,127	51,364	\$263.10	\$13,514
(2) Dependent Travel	34,455	\$175.74	6,055	41,056	\$180.17	7,397	34,821	\$181.21	6,310
(3) Transportation of Household Goods									
(a) Land & ITGBL	11,162	\$3,851.37	42,989	13,629	\$4,118.57	56,132	11,302	\$4,404.18	49,776
(b) Overseas			1,492			1,906			1,670
(4) Trailer Allowance	342	\$1,393.23	476	408	\$1,443.63	589	346	\$1,491.02	516
(5) POV									
(a) MSC	1,131	\$820.52	928	1,381	\$857.35	1,184	1,145	\$867.14	993
(b) Port Handling (M Tons)	1,131	\$122.21	138	1,381	\$116.58	161	1,145	\$144.68	166
(6) Port Handling (HHGS) (M Tons)	5,254	\$22.31	117	6,416	\$21.20	136	5,320	\$26.32	140
Subtotal	50,182		\$65,156	60,719		\$83,632	50,810		\$73,085
<u>Cadet Separation</u>									
(1) Member Travel									
(a) Mileage and Per Diem	495	\$97.01	296	501	\$605.90	304	492	\$607.88	299
Total Separation Travel	59,636		\$87,708	70,125		\$107,400	60,206		\$96,643

(In Thousands of Dollars)

PROJECT: Travel of Organized Units

FY 1989	Actual	\$2,742
FY 1990	Estimate	5,414
FY 1991	Estimate	\$3,984

PART I - PURPOSE AND SCOPE

Funds provide for the CONUS or overseas movement of:

- (1) officer and enlisted personnel directed to move as members of an organized unit movement; and (2) officer and enlisted fillers and replacements directed to move as part of the unit move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for organized unit travel include requirements for relocation of Air Force units both within the CONUS and overseas in accordance with published Air Force programs. The estimates are based on point-to-point moves. These moves are required as a result of changes in force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive and factual planning data available. Air Force planned unit move PCS requirements are developed from the Air Force Program - Bases, Units and Priorities (PD) and are the moves actually programmed for the operating and budget years at applicable rates and prices. Anticipated moves are tracked throughout the operating and budget years since operational requirements dictate changes to the initial schedule.

Estimated unit moves have increased significantly between FY 1989 and FY 1990, and decrease between FY 1990 and FY 1991. These estimates are based on the number of moves required to support specific unit move requirements such as Panama, Comiso, and the second level maintenance directive for SAC. Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g. military member, dependents, household goods, etc.) times the average rates results in the estimated fund requirements.

The number of moves and fiscal year requirements are shown on the following pages.

(Amount in Thousands of Dollars)

Officer Unit Move Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	169	\$597.63	\$101	345	\$597.10	\$206	253	\$596.84	\$151
(2) Dependent Travel	143	\$461.54	66	292	\$458.90	134	214	\$457.94	98
(3) Transportation of Household Goods									
(a) Land & ITGBL	169	\$4,633.14	783	345	\$4,947.83	1,707	253	\$5,320.16	1,346
(b) Overseas			0			0			0
(4) Dislocation Allowance	167	\$514.97	86	341	\$1,067.45	364	250	\$1,148.00	287
Subtotal	169		\$1,036	345		\$2,411	253		\$1,882

(Amount in Thousands of Dollars)

Enlisted Unit Move Travel

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	475	\$444.21	\$211	724	\$450.28	\$326	477	\$450.73	\$215
(2) Dependent Travel	298	\$312.08	93	455	\$316.48	144	300	\$316.67	95
(3) Transportation of Household Goods (a) Land & ITGBL (b) Overseas	475	\$2,557.89	1,215 0	724	\$2,846.69	2,061 0	477	\$3,060.80	1,460 0
(4) Dislocation Allowance	324	\$280.86	91	495	\$585.86	290	326	\$628.83	205
(5) Trailer Allowance	7	\$1,659.98	12	10	\$1,719.74	17	7	\$1,776.49	12
Subtotal	475		\$1,622	724		\$2,838	477		\$1,987
Total Unit Move Travel	644		\$2,658	1,069		5,249	730		3,869
PC TOTALS									
Temporary Lodging Expense			21,368			20,915			19,600
Nontemporary Storage			24,623			21,442			22,298
Total Obligations	239,194		816,157	213,010		743,011	220,105		854,246
Less: Reimbursements			(1,587)			(1,543)			(1,738)
Total Direct Obligations			\$814,570			\$741,468			\$852,508

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

6. <u>Other Military Personnel Costs</u>		<u>Amount</u>
FY 1990 Direct Program		\$35,039
<u>Increases</u>		
Adoption Reimbursement Program		+ 1,000
- Increase reflects anticipated reimbursements to active duty members in the adoption of a child under 18 years of age.		
Interest on Uniform Service Savings Deposit Program		+ 1
- Increase due to accumulation of interest in the deposit base.		
Total Increases		+ 1,001
<u>Decreases</u>		
Survivor Benefits		- 1,000
- Decrease reflects lower Veterans Administration requirements		
Unemployment Compensation		- 1,000
- Decrease based on latest projections of unemployment rate and duration of payment from Department of Labor.		
Total Decreases		- 2,000
FY 1991 Direct Program		\$34,040

(In Thousands of Dollars)

PROJECT: Apprehension of Air Force Deserters,
Absentees, and Escaped Military Deserters

FY 1989 Actual
FY 1990 Estimate
FY 1991 Estimate

\$98
98
\$98

PART I - PURPOSE AND SCOPE

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.
The following table provides the details of the estimate:

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Travel and other expenses incident to the apprehension and delivery of deserters, absentees and prisoners			\$98			\$98			\$98

(In Thousands of Dollars)

PROJECT: Interest on Uniformed Service Savings Deposit Program

FY 1989 Actual Estimate
FY 1990 Estimate
FY 1991 Estimate

\$22
22
23

PART I - PURPOSE AND SCOPE

The funds are for payment of interest at a rate not to exceed ten percent per annum on any sum of not less than \$5.00 deposited by members of the uniformed services under the provisions of PL 8-538, approved August 14, 1966. This program has been phased out for all members other than for those continued in a MIA status.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funding required covers interest on the only remaining Air Force account.

The following table provides details of the computation:

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Average Interest Payment	Amount	Number	Average Interest Payment	Amount	Number	Average Interest Payment	Amount
Officers	1	\$ 21,501	\$ 22	1	\$ 22,189	\$ 22	1	\$ 22,877	\$ 23
Officers	1		\$ 22	1		\$ 22	1		\$ 23

(In Thousands of Dollars)

FY 1989 Actual
FY 1990 Estimate
FY 1991 Estimate

\$1,413
1,419
\$1,419

PROJECT: Death Gratuities

PART I - PURPOSE AND SCOPE

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 USC 1475-78.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Fund requirements are based on the most recent mortality rates as applied against the programmed manyears of personnel and the statutory gratuity amount.

Details of the computation are provided in the following table:

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	75	\$3,000	\$225	75	\$3,000	\$225	75	\$3,000	\$225
Airmen	396	3,000	1,188	398	3,000	1,194	398	3,000	1,194
Total	471		\$1,413	473		\$1,419	473		\$1,419

(In Thousands of Dollars)

PROJECT: Unemployment Benefits Paid to Ex-Service Members

FY 1989	Actual	\$22,000
FY 1990	Estimate	\$24,500
FY 1991	Estimate	\$23,500

PART I - PURPOSE AND SCOPE

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. Generally, eligibility is defined as active service in the Armed Forces where upon the individual was discharged under honorable conditions (and if an officer, did not resign for the good of the service); and had completed his first full term of active service; or was discharged before completing his first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

Prior to FY84 the Department of Labor (DOL) budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984 (October 1, 1983), the Department of Defense (DoD) was required to budget for the costs of regular and extended unemployment benefits. Funds appropriated for paying these benefits are deposited by DoD into a Treasury account entitled "Federal Employees Compensation Account."

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on Department of Labor and Department of Defense historical experience.

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Actual Number	Avg Rate	Amount	Actual Number	Avg Rate	Amount	Actual Number	Avg Rate	Amount
Unemployment Benefits Costs			\$22,000			\$24,500			\$23,500

(In Thousands of Dollars)

PROJECT: Survivor Benefits

FY 1989	Actual	\$11,800
FY 1990	Estimate	8,000
FY 1991	Estimate	\$7,000

PART I - PURPOSE AND SCOPE

Funds are requested to provide for payments of restored social security benefits to widows and orphans of Military Personnel, Air Force. These benefits were withdrawn under Public Law 97-35 which terminated the "mother's" benefits when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-377 modified by section 943 of the DoD Authorization Act, FY 1984, P.L. 98-94, 97 Stat, 614, restored these social security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors furnished by the Veterans Administration.

	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Survivor Benefits			\$11,800			\$8,000			\$7,000

(In Thousands of Dollars)

PROJECT: Adoption Reimbursement Program

FY 1989 Actual	\$1,000
FY 1990 Estimate	1,000
FY 1991 Estimate	\$2,000

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act for fiscal years 1988 and 1989 (Public Law 100-180), section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age. Expenses include public and private agency fees, placement fees, legal fees, medical expenses for the child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OSD (FM&P).

Adoption Reimbursement Program	FY 1989 Actual			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
			\$1,000			\$1,000			\$2,000

SECTION 5
DEPARTMENT OF THE AIR FORCE
MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

ASSIGNED OUTSIDE DOD	Officers	FY 1989 Actual		Officers	FY 1990 Estimate*		Officers	FY 1991 Estimate*	
		Enlisted	Total		Enlisted	Total		Enlisted	Total
<u>Nonreimbursable Personnel:</u>									
Exec Office of the President	9	3	12	9	3	12	9	3	12
Vice President's Office	4	5	9	4	5	9	4	5	9
State Department	3	0	3	3	0	3	3	0	3
Dept of Transportation	1	0	1	1	0	1	1	0	1
Arms Cntrl and Disarm't Agency	1	0	1	1	0	1	1	0	1
Energy Department	12	1	13	12	1	13	12	1	13
Department of Justice	2	1	3	2	1	3	2	1	3
Nat'l -Oceanic & Atm Admin	6	0	6	6	0	6	6	0	6
U.N. Truce Supervision Agency	6	0	6	6	0	6	6	0	6
Environmental Protect'n Agency	1	0	1	1	0	1	1	0	1
Selective Service System	1	0	1	1	0	1	1	0	1
Constitution Bicentennial Commission	2	0	2	2	0	2	2	0	2
Miscellaneous	3	0	3	3	0	3	3	0	3
Subtotal - Nonreimb Program	51	10	61	51	10	61	51	10	61
<u>Reimbursable Personnel:</u>									
Exec Office of the President	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	20	0	20	20	0	20	20	0	20
State Department	3	0	3	3	0	3	3	0	3
Arms Cntrl and Disarm't Agency	10	0	10	10	0	10	10	0	10
Dept of Transportation	18	1	19	18	1	19	18	1	19
NASA	27	2	29	27	2	29	27	2	29
Classified Activities	59	108	167	58	108	166	58	108	166
Selective Service System	5	0	5	5	0	5	5	0	5
Dept of Agriculture	1	0	1	1	0	1	1	0	1
Subtotal - Reimbursable Prog	144	111	255	143	111	254	143	111	254
Total Outside DOD	195	121	316	194	121	315	194	121	315

MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

**ASSIGNED TO DOD ACTIVITIES IN
SUPPORT OF NON-DOD FUNCTIONS:**

Reimbursable Personnel

NASA

Foreign Military Sales*

Security Assistance Program*

Total - Other Activities

Total Reimbursable

Total Nonreimbursable

Grand Total

	<u>FY 1989 Actual</u>		<u>Total</u>	<u>FY 1990 Estimate*</u>		<u>Total</u>	<u>FY 1991 Estimate*</u>		<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>		<u>Officers</u>	<u>Enlisted</u>		<u>Officers</u>	<u>Enlisted</u>	
NASA	4	17	21	4	17	21	4	17	21
Foreign Military Sales*	429	679	1108	107	470	577	103	450	553
Security Assistance Program*	131	39	170	0	0	0	0	0	0
Total - Other Activities	564	735	1299	111	487	598	107	467	574
Total Reimbursable	708	846	1554	254	598	852	250	578	828
Total Nonreimbursable	51	10	61	51	10	61	51	10	61
Grand Total	759	856	1615	305	608	913	301	588	889

* Adjustments made for Fair Pricing Legislation

**REIMBURSABLE PROGRAM
DEPARTMENT OF THE AIR FORCE
(In Thousands of Dollars)**

	FY 1989 Actual	FY 1990** Estimate	FY 1991** Estimate
<u>Subsistence</u>			
Reserve and National Guard	\$4,213	\$4,364	\$-0-
Individual	44,082	43,982	-0-
Other	6,685	6,926	3,555
Subtotal	54,980	55,272	3,555
<u>Medical</u>	5,869	6,080	6,293
<u>Foreign Military Sales* (Non-Strength)</u>	23,700	3,319	3,435
<u>Other Non-Strength</u>	5,055	677	701
Surcharge, Misc.			
<u>Strength Related</u>			
Officer	39,697	34,392	38,982
Enlisted	11,890	13,955	15,721
Retired Pay Accrual (Officers & Enlisted)	10,532	17,959	20,880
PCS Travel	4,638	7,540	8,493
	37,652	31,163	35,102
	1,587	1,543	1,728
Subtotal	105,996	106,552	120,916
<u>Total Program</u>	\$195,600	\$171,900	\$134,900

* Excludes TAFTS and other programs for which end strength is specifically programmed.
These are included in the strength related entry.

** Adjustments made for Pair Pricing Legislation.